

2020-21



sset last name <sset@scmsgroup.org>

Campus to Corporate Plan 2021- H&R Block

2 messages

Syamalanathan, Monisha <monisha.syamalanathan@hrblock.com>

Fri, Apr 30, 2021 at 12:23 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: "Elanjickal, Manoj" <manoj.elanjickal@hrblock.com>, "Thomas, Anna" <anna.thomas@hrblock.com>, "Sushama, Arya" <arya.sushama@hrblock.com>

Dear Placement team,

The current pandemic is hitting us all badly with the second wave. We sincerely hope that you all are doing well and staying safe. We are delighted to inform you about our **Campus to Corporate plan for 2021**.

We are very happy with the capabilities and calibre of the students in your esteemed organization and are looking forward to building our company's future along with their individual careers.

We will be kicking off the joining formalities for the campus batches on **1-JUNE-2021**. There were some concerns raised by few colleges last year that companies were not honoring committed joining dates for selected students even after offers were rolled out. H&R Block however has had an excellent track record on honoring the offers made to selected students all the times and had successfully onboarded all the students on the communicated day. Even last year scenario was not supporting due to covid pandemic spread and we were on virtual / work from home status. However we facilitated the virtual onboarding and training program for the selected students on time and ensured they are inducted with our systems effectively and make them successful with the job / career.

We plan to continue the same this year too. Please communicate the same to the students placed in H&R Block and we expect to have them on our team effective **1-JUNE-2021**. That means the selected students are on 100 % engaging the organization training program from their joining date. There may be some exceptional cases where the students were yet to complete their final exams and we had allowed them a weekly off / break during the examinations. We need your support in managing the semester criteria's if any for those students pending while they are joining us on 1-June-2021 and provide exceptions for a good cause of kick starting their career with H&R Block.

Please let me know if you need further information on this or if you have any specific queries on the overall process.

We shall be connecting with the placement team for the 2021-2022 campus hiring by September 2021 after the training of the current batch is complete.

Regards





Monisha Syamalanathan | Associate Manager- Human Resources

11th Floor, 211-N 211-S, Yamuna Building, Technopark Phase 3, Trivandrum, India

Office: 0471 4151056 | Cell: +91 8589888273 | monisha.syamalanathan@hrblock.com

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SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Apr 30, 2021 at 12:56 PM

[Quoted text hidden]



Date: 11/4/2020

Strictly Personal & Confidential

Aparna Anand
Trivandrum , Kerala, India - 695583

Dear Aparna,

Thank you for the keen interest you have shown in H & R Block (India) Private Limited (the “**Company**”). Consequent to your application, interview(s) and personal discussions with the representatives of the Company, we are pleased to offer you the designation of **Associate Software Engineer** at the Trivandrum office of the Company located at 11th Floor, 211N - 211 S , Yamuna Building, Technopark Phase III, Kulathoor PO, Trivandrum - 695583, India. Please accept our heartiest congratulations.

Your employment with the Company will be subject to the terms and conditions of this offer letter to be executed between you and the Company (the “**Agreement**”); the Non-Disclosure, Non-Solicitation and Non-Competition Agreement to be executed between you and the Company which is attached to the Agreement as Exhibit B (the “**Covenants Agreement**”); the Code of Business Conduct and Ethics; and the various policies of the Company issued and made effective by the Company from time-to-time.

If at any time during the course of your employment with the Company, you would like to review the policies of the Company as are then applicable to you, please contact the Human Resources representative for the Company. In the event of any conflict in the terms of this Agreement with the policies of the Company or the terms of the Covenants Agreement with the policies of the Company, the terms of the Agreement and/or the Covenants Agreement, as the case may be will prevail.

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The offer of employment under this Agreement will be valid for ten days after issuance. If the offer of employment is acceptable to you, please intimate your acceptance of the same by sending an e-mail to hprasad@hrblock.com & manoj.elanjickal@hrblock.com on or before the tenth day and please sign and return the original signed copy of this Agreement and the Covenants Agreement to the Company on or before the Date of Joining (mentioned below).

H & R BLOCK (INDIA) PRIVATE LIMITED

CIN: U72900KL2006PTC061897

Registered office address: Module No. 211 N & 211 S, 11th Floor,

Yamuna Building, SEZ Unit, Technopark Phase III, Kulathoor PO, Trivandrum – 695583

Phone No: 0471 – 4151550 e-mail id: info.hrbindia@hrblock.com. Website: www.hrblock.com



EXHIBIT A

COMPENSATION BREAK UP

C&B Components	Per Annum	Per Month
Basic salary	132,000	11,000
House rent allowance	99,000	8,250
Mobile and internet reimbursement	-	-
Leave travel concession	66,000	5,500
Food coupon	26,400	2,200
Professional pursuit allowance	-	-
Car maintenance	-	-
Driver reimbursement	-	-
Statutory Bonus @ 8.33%	26,400	2,200
Position Allowance	9,360	780
Special allowance	-	-
Company's contribution to PF	15,840	1,320
A) Total Fixed Compensation	375,000	31,250
Variable pay /Performance based Pay:	18,750	
B) Total Annualised Compensation	393,750	
Other Estimated Benefits		
Insurance Benefits	50,000	
Gratuity	5,280	
C) Total Annual Compensation	449,030	
Note: Gratuity is payable as per the provisions of Payment of Gratuity Act, 1972		

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IN WITNESS WHEREOF, the Parties hereto have executed two (2) copies of this Deed of Assignment and each Party holds one (1) copy thereof.

A handwritten signature in blue ink, appearing to read "Hari", with a horizontal line underneath.

For H & R Block (India) Private Limited
HARI PRASAD K
MANAGING DIRECTOR

Name of the Employee & Sign



Date: 5/3/2021

Strictly Personal & Confidential

Divya Sabu

Pereppadan House, Puliyanam P.O., Anagamaly Via, Ernakulam, Kerala - 683572

Dear Divya,

Thank you for the keen interest you have shown in H & R Block (India) Private Limited (the “**Company**”). Consequent to your application, interview(s) and personal discussions with the representatives of the Company, we are pleased to offer you the designation of **Associate Software Engineer** at the Trivandrum office of the Company located at 11th Floor, 211N - 211 S , Yamuna Building, Technopark Phase III, Kulathoor PO, Trivandrum - 695583, India. Please accept our heartiest congratulations.

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For H & R Block (India) Private Limited
HARI PRASAD K
MANAGING DIRECTOR

Name of the Employee & Sign



Date: 11/4/2020

Strictly Personal & Confidential

Manoja E
Trivandrum , Kerala, India - 695583

Dear Manoja,

Thank you for the keen interest you have shown in H & R Block (India) Private Limited (the “**Company**”). Consequent to your application, interview(s) and personal discussions with the representatives of the Company, we are pleased to offer you the designation of **Associate Software Engineer** at the Trivandrum office of the Company located at 11th Floor, 211N - 211 S , Yamuna Building, Technopark Phase III, Kulathoor PO, Trivandrum - 695583, India. Please accept our heartiest congratulations.

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For H & R Block (India) Private Limited
HARI PRASAD K
MANAGING DIRECTOR

Name of the Employee & Sign



Date: 11/4/2020

Strictly Personal & Confidential

Neethu Sunil

Trivandrum , Kerala, India - 695583

Dear Neethu,

Thank you for the keen interest you have shown in H & R Block (India) Private Limited (the “**Company**”). Consequent to your application, interview(s) and personal discussions with the representatives of the Company, we are pleased to offer you the designation of **Associate Software Engineer** at the Trivandrum office of the Company located at 11th Floor, 211N - 211 S , Yamuna Building, Technopark Phase III, Kulathoor PO, Trivandrum - 695583, India. Please accept our heartiest congratulations.

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For H & R Block (India) Private Limited
HARI PRASAD K
MANAGING DIRECTOR

Name of the Employee & Sign



Date: 11/4/2020

Strictly Personal & Confidential

Rizwana Yasmin Hashim
Trivandrum , Kerala, India - 695583

Dear Rizwana,

Thank you for the keen interest you have shown in H & R Block (India) Private Limited (the “**Company**”). Consequent to your application, interview(s) and personal discussions with the representatives of the Company, we are pleased to offer you the designation of **Associate Software Engineer** at the Trivandrum office of the Company located at 11th Floor, 211N - 211 S , Yamuna Building, Technopark Phase III, Kulathoor PO, Trivandrum - 695583, India. Please accept our heartiest congratulations.

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For H & R Block (India) Private Limited
HARI PRASAD K
MANAGING DIRECTOR

Name of the Employee & Sign



Date: 11/4/2020

Strictly Personal & Confidential

Sanju M P
Trivandrum , Kerala, India - 695583

Dear Sanju,

Thank you for the keen interest you have shown in H & R Block (India) Private Limited (the “**Company**”). Consequent to your application, interview(s) and personal discussions with the representatives of the Company, we are pleased to offer you the designation of **Associate Software Engineer** at the Trivandrum office of the Company located at 11th Floor, 211N - 211 S , Yamuna Building, Technopark Phase III, Kulathoor PO, Trivandrum - 695583, India. Please accept our heartiest congratulations.

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For H & R Block (India) Private Limited
HARI PRASAD K
MANAGING DIRECTOR

Name of the Employee & Sign



sset last name <sset@scmsgroup.org>

Dexlock Campus Placement 2020-21

4 messages

Athulya Byju <athulya@dexlock.com>
To: sset@scmsgroup.org

Mon, Nov 9, 2020 at 5:18 PM

Hello,

Greetings from Dexlock!

We hope you are all safe & well out there.

We are eagerly awaiting the opportunity to meet the new batch from your esteemed institute and join hands with you as part of this year's recruitment activities.

Eligibility Criteria

BTech (2021 batch)	: Computer Science
12th Grade	: 80% & above
10th Grade	: 85% & above

Job Profile

Dexlock focuses predominantly in the area of **Data Science, Frontend Engineering, Backend Engineering & Mobile Development**. We are on the hunt for intellectually bright engineers who are aspiring to grow in the field of technology and have the ability to design, code and implement customer-centric applications.

Roles and responsibility

- Good knowledge in any one programming language (Java/Python/JavaScript/Go).
- Exceptional knowledge of core computer science subjects (TheoryOfComputation, DatabaseSystems, DataStructures, Algorithms, OperatingSystems).
- Strong knowledge of JavaScript, JQuery, HTML5, CSS3, React JS is a plus.
- Excellent verbal and written communication skills.
- Self-motivated to build and iterate in a quick cycle.
- Excellent analytical and time management skills.
- Teamwork skills with a problem-solving attitude.

Designation: Software Engineer

Employment Type: Full-Time

Job Location: MG Road, Kochi

CTC: **3.2 to 4 LPA**

Kindly share the list of interested candidates in the following format latest by **16 November 2020** :

SI No.	Name	10th (% or Grade)	12th (% or Grade)	No. of standing arrears	Current Location	Email ID	Contact Number

Best Regards,

Athulya Byju

Senior HR Executive



Phone: Mob: +91-8921-868-656 | Off: +91-484-404-2222

Website: www.dexlock.com

SSET <sset@scmsgroup.org>

To: Athulya Byju <athulya@dexlock.com>

Tue, Nov 10, 2020 at 9:34 AM

Dear Madam,

Thanks for the interest shown for the recruitment of our 2021 batch students too. As per the mail, the details of students will be mailed soon.

Kindly intimate further details of the schedule and selection process.

Regards

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Head of Dept. of Computer Science and Eng.

Corporate Relations and International Collaborations -i/c

SCMS School of Engineering and Technology

Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

SSET <sset@scmsgroup.org>

To: Varun Menon G <varunmenon@scmsgroup.org>

Tue, Nov 10, 2020 at 1:29 PM

FYI.

[Quoted text hidden]

SSET <sset@scmsgroup.org>

To: Athulya Byju <athulya@dexlock.com>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Nov 13, 2020 at 3:23 PM

Dear Madam,

Thanks for the interest shown for the recruitment of our 2021 batch students too. As per the mail, attached herewith the filled template of our 48 candidates for your kind reference.

Kindly intimate further details of the schedule and selection process.

Regards

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Head of Dept. of Computer Science and Eng.

Corporate Relations and International Collaborations -i/c

SCMS School of Engineering and Technology

Kerala, India - 683 576, Mob: +91 8714504684

On Mon, Nov 9, 2020 at 5:19 PM Athulya Byju <athulya@dexlock.com> wrote:

[Quoted text hidden]



SSET-Dexlock registration 21.xlsx

14K

Please find the below 19 shortlisted students by Dexlock. Students must join the links shared ASAP.

Meanwhile, please share a copy of your resumes (immediately) and video recordings too, if not done to sset@scmsgroup.org at the earliest.

Regards

Dr. Varun G Menon.

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

From: **Athulya Byju**

Date: Thu, Nov 26, 2020 at 4:40 PM

Subject: Re: Dexlock Campus Placement 2020-21

To: SSET <sset@scmsgroup.org>

[Quoted text hidden]

Athulya Byju <athulya@dexlock.com>

Thu, Nov 26, 2020 at 9:39 PM

To: SSET <sset@scmsgroup.org>

Cc: HR Dexlock <hr@dexlock.com>

Hello,

Please find below the student who has cleared our interview and have been selected.

1. **Jithin Joseph Michael**

We will be generating the offer letters tomorrow morning.

Looking forward to more fruitful associations with your campus in the coming years. Thank you.

Best Regards,

Athulya Byju

Senior HR Executive



Phone: Mob: +91-8921-868-656 | Off: +91-484-404-2222

Website: www.dexlock.com

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Nov 27, 2020 at 11:46 AM

To: Athulya Byju <athulya@dexlock.com>

Dear Madam,

Thanks for the selected list. Kindly clarify whether the shortlisted students resumes and records need to be mailed to you.

Hope to be in loop with your esteemed organization in the coming years recruitments too.

Thanks and Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker

Head of the Department - Computer Science and Engineering

Corporate Relations and International Collaborations -i/c

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

GadgEon Placement Drive - 2021 Batch

4 messages

Varun Jose <cr.rajagiri@gmail.com>
 To: Placement Cell - RSET <pc.rajagiri@gmail.com>
 Bcc: sset@scmsgroup.org

Thu, Nov 26, 2020 at 1:05 PM

Hi,

Greetings from Rajagiri Placement Cell !!

GadgEon Placement Drive

Date : 3rd & 4th DECEMBER 2020

Time : (Will inform later)

Post : Software Engineer

DESCRIPTION: To analyze, design, develop, validate and maintain embedded / application software for the Internet of Things devices.**ANNUAL CTC:** 3.24L to 5.4L after 2 months of training and 4 months of probation

Criteria : 90% and above for 10th & 12th.
 80% and above for B.tech till the current semester, with no arrears

Branches : Only B.Tech CSE, ECE & IT

Kindly share the data of eligible students interested in GadgEon on or before 28/11/2020 in attached format.



Varun Jose
 Placement Executive, Rajagiri School of Engineering & Technology
 +91 7907361644 | +91 9048104959 | cr.rajagiri@gmail.com
 Rajagiri Valley, Kakkanad - 682039



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GadgEon - College Name.xlsx
 10K

SSET <sset@scmsgroup.org>
 To: Varun Jose <cr.rajagiri@gmail.com>
 Cc: Varun Menon G <varunmenon@scmsgroup.org>

Sat, Nov 28, 2020 at 2:07 PM

Dear Sir,

Thanks for the invitation extended. Please find the attached list of **16 candidates** from our institution for the **Gadgeon Placement Drive**.

Kindly intimate further details of the same.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
 Head of the Department - Computer Science and Engineering
 Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
 Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



GadgEon - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY.xlsx
 12K

Varun Jose <cr.rajagiri@gmail.com>
 To: SSET <sset@scmsgroup.org>
 Cc: Placement Cell - RSET <pc.rajagiri@gmail.com>

Mon, Nov 30

Hi Sir

The below mentioned students are ineligible according to Gadgeon Criteria , they need 80% in B.Tech. So we are removing them from the eligible list. Kindly do the needful.

Full Name	Email	Mobile No	Branch	College Name	B.Tech %	No of ac
Anirudh Sasi	anirudhsasi60@gmail.com	9605475907	B.Tech CS	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	79.34	
MANEESH KRISHNA M	maneeshappus@gmail.com	8281692433	B.Tech CS	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	78.28	
Milna James	jamesmilna22@gmail.com	7594024669	B.Tech CS	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	78.96	
Parvathi P.J	parvathijoshi09@gmail.com	7594071337	B.Tech CS	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	76.14	

ROSEMOL BIJU	rosemolbiju15@gmail.com	7592929966	B.Tech CS	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	78.21	
Shilpa Sekhar	shilpasekhar99@gmail.com	9946258162	B.Tech CS	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	79.62	
SHIMIL K ELDOSE	shimilkeldose05@gmail.com	9645842346	B.Tech CS	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	75.20	
Sona Peter	sonachikku2000@gmail.com	9113898301	B.Tech EC	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	78.96	



Varun Jose
Placement Executive, Rajagiri School of Engineering & Technology
+91 7907361644 | +91 9048104959 | cr.rajagiri@gmail.com
Rajagiri Valley, Kakkanad - 682039



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Create your own **email signature**

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Nov 30, 2020 at 2:35 PM

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

GadgEon Placement Results

4 messages

SSET <sset@scmsgroup.org>

Thu, Dec 17, 2020 at 9:40 AM

To: Abhijith Vijayan <vijayanabhijith4@gmail.com>, Ajil Jaison <ajiljaison64@gmail.com>, aksharakrajesh7@gmail.com, anaghakj1999@gmail.com, Anirudh Sasi <anirudhsasi60@gmail.com>, Anjali K P <anjali9240@gmail.com>, amerinjohn@gmail.com, Arundhathi A <arundhathiaa@gmail.com>, Ashby Babu <ashby512881@gmail.com>, "Ashik. Mathew" <ashik.mathew.pjm@gmail.com>, devzz <devika.99245@gmail.com>, Divya Sabu <divya13499@gmail.com>, farzanavm1999@gmail.com, hizana yoonus <hizanayoonus321@gmail.com>, JIYA BENNY <jiyabenny1999@gmail.com>, Joel Mathew paul <joelmathewpaul007@gmail.com>, Kavitha K K <kavithavanchoorakalam@gmail.com>, maneesh krishna <maneeshappus@gmail.com>, Mariya Raphel <marjith347@gmail.com>, jamesmilna22@gmail.com, PARVATHI JOSHY <parvathijoshi09@gmail.com>, rosemolbiju15@gmail.com, Shallet Mary <shalletmary1999@gmail.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, Simon Saju <simonsaju1@gmail.com>, anizam.suhail4321@gmail.com, swathy harish <Swathyharish.5@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, ananyarajesh33@gmail.com, tsathira2112@gmail.com, dilukp1997@gmail.com, geetikagopinath99@gmail.com, gopikaareilgm@gmail.com, janetjobyc@gmail.com, krishnapriyajayakumar1@gmail.com, navyamartin06@gmail.com, Vishnupriya Sajeekumar <vpriyasajeekumar@gmail.com>, sonachikku2000@gmail.com, lakshmisree2244@gmail.com, vishnukm147@gmail.com

Dear Students,

The below mentioned candidates successfully cracked the final interview of GadgEon

Congratulations to our selected candidate.

Sl.#	NAME	BRANCH	COLLEGE
1	Deljin Davis K	CSE	Christ College of Engineering
2	Sakshi Manoj	CSE	Christ College of Engineering
3	Siril Siju	CSE	Christ College of Engineering
4	SUJITH C S	CSE	GECIDUKKI
5	Bivin Varkey Varghese	CSE	Rajiv Gandhi Institute of Technology, Kottayam
6	Kannan P S	CSE	Rajiv Gandhi Institute of Technology, Kottayam
7	Sandra S Menon	CSE	Rajiv Gandhi Institute of Technology, Kottayam
8	Tessy Thomas	CSE	Rajiv Gandhi Institute of Technology, Kottayam
9	JOEL MATHEW PAUL	CS	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

Regards,

Sujitha Vinod

Secretary Placement Cell

SCMS School of Engineering and Technology

Joel Mathew paul <joelmathewpaul007@gmail.com>

Thu, Dec 17, 2020 at 9:54 AM

To: SSET <sset@scmsgroup.org>

Sir/Madam

Is this the final or is there any other selection processes?

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Joel Mathew paul <joelmathewpaul007@gmail.com>

Thu, Dec 17, 2020 at 9:55 AM

Joel,

Congrats. It's final.

Regards,

Sujitha Vinod
Secretary Placement Cell
SCMS School of Engineering and Technology

[Quoted text hidden]

Joel Mathew paul <joelmathewpaul007@gmail.com>
To: SSET <sset@scmsgroup.org>

Thu, Dec 17, 2020 at 9:58 AM

Thank you madam!!

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Placement Process: Prodapt Solutions Private Limited | Bengaluru / Chennai | 3.25 L

1 message

Vyshak Nair <vyshak.nair@firstnaukri.com>

Thu, Oct 8, 2020

To: "sset@scmsgroup.org" <sset@scmsgroup.org>, "scms@scmsgroup.org" <scms@scmsgroup.org>

Dear Placement Officer,

Greetings from Firstnaukri.com!!!

Prodapt Solutions Private Limited is hiring B.E/B.Tech(CSE/IT/IS/EC) 2021 batch candidates for the profile of ASE/Software Engineer

Company	Prodapt Solutions Private Limited
Course Eligible	BE / B.Tech (Computer Science, Electronics and Communication, Information Technology) Minimum Marks 65% Graduation in 2021 No Backlogs Accepted The candidate must have first-class in 10th/12th and diploma/graduation The candidate should not have any standing arrears History of arrears not more than 1 CGPA 6.50 and above
Batch	B.Tech./B.E 2021
Position	ASE/Software Engineer
Job Details/Apply Link	https://www.firstnaukri.com/careers/customised/landingpage/prodapt/index.html
Job Location	Bengaluru / Chennai
Salary Details	3.25 L
About Company	Prodapt is a two-decade-old consulting & managed services provider, singularly focused on the telecom/DSP (digital service provider) ecosystem helps clients transform their IT, products, operations, and networks to meet their strategic objectives. Prodapt provides end-to-end IT/software architecture consulting, application development, systems integration, testing, maintenance & support. Prodapt enables the digital transformation of its clients by designing and developing digital portals, mobile applications & end-user-based products for linear TV and OTT applications. Prodapt provides insights and thought leadership-led transformation services leveraging next-gen technologies such as RPA (robotic process automation), AI/ML (artificial intelligence/machine learning), SDN-NFV (software-defined networking/network function virtualization) and next-gen OSS/BSS systems. Its business consulting team provides Six Sigma process improvement and automation/RPA consulting services to telco operations teams. Prodapt provides specific frameworks and solution accelerators that accelerate time-to-benefit for the clients.

Please write us back for login credential and student tracker.

Thanks/Regards

Vyshak Nair

Manager- Campus Relation

Firstnaukri.com (Division of InfoEdge India Ltd)

Office: +91-120-462-9585 | Website: www.firstnaukri.com

Mob: +91-8010435157

Whatsapp Call : +91-9971940233

Office Address: Infoedge India Ltd, Naukri.com

A-88, Sector-2, Noida, UP-201301



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INTERNSHIP AGREEMENT

This Internship Agreement (the “**Agreement**”) is made at Chennai 31st March, 2021 by and between **Prodapt Solutions Private Limited** with its registered address at Prince Info City II, 4th floor, No. 283/4, Rajiv Gandhi Salai (OMR), Kandanchavadi, Chennai – 96, India (“**Prodapt**” or the “**Company**”) and Abhijith Vijayan with his / her address at House No 3 ,Nirmalapuram Church Road, Koorkenchery, Thrissur, Kerala Pin: 680007 (the “**Intern**”).

The Intern and the Company are collectively hereinafter in this Agreement referred to as the “**Parties**” and individually as a “**Party**”.

WHEREAS the Company is willing to provide to the Intern certain on-job training (hereinafter referred as “**Internship**”).

WHEREAS the Intern has agreed for the Internship to gain valuable insight and experience on the Company’s business.

NOW THEREFORE, in consideration of the foregoing and the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

- 1) **Term of Agreement.** The Internship shall commence on 31st March, 2021 (“**Commencement Date**”). The Company may at any time in its sole discretion, terminate the Internship without notice or cause to the Intern. Provided however, the Intern shall be required to provide ninety (90) days written notice to the Company in the event of termination of this Agreement before completion of eighteen (18) months and shall be required to pay the liquidated damages as per Section 8 of this Agreement in addition to the notice period.
- 2) **Stipend.** Your stipend will be Rs.25000 per month payable in arrears on or before the 7th day of the subsequent month. Stipend is subject to TDS and Mediclaim deductions as per below table:

Mediclaim Deduction	TDS Deduction (7.5%)
INR 417/-	INR 1875/-

- 3) **Leaves.** Intern shall be entitled for annual leaves as per Company policies.
- 4) **Internship.** The Intern undertakes to use his/her best efforts and abilities to promote the interests of the Company and shall participate in the Internship during which period the Company shall bear the Internship related expenses. The Intern shall observe the policies, standards and regulations of the Company.

- 5) **Intern Representation.** The Intern represents that he/she is fully authorized to enter into and to perform all obligations under this Agreement without conflicting with any other commitment, agreement or understanding. The Intern represents that the particulars furnished by the Intern regarding the Intern's qualifications and eligibility for this Agreement are correct.
- 6) **Confidentiality.** During the term of Internship with the Company and any time thereafter, the Intern will not use, disclose, reveal or report any confidential information of the Company's past or current clients, or of other parties which have disclosed confidential or proprietary information to the Company. As used herein, "confidential information" means information not generally known that is proprietary to the Company, its clients or other parties, including but not limited to information about any clients, prospective clients, sales proposals, employees, processes, operations, products, services, organization, research, development, accounting, marketing, applications, selling, servicing, finance, business systems, computer systems, software systems and techniques. All information disclosed to Intern, or to which Intern obtains access, whether originated by Intern or by others, which Intern has reasonable basis to believe to be confidential information, or which is treated by the Company or its clients or other parties as being confidential information, shall be presumed to be confidential information. All Confidential information and instructions that pass through to the Intern or come to his/her knowledge in the course of his/her Internship, shall be treated as absolutely confidential and the proprietary property of the Company. The Intern will cooperate with the Company in the execution of any personal confidentiality agreement, which may be required by the Company or its Client or other third party.
- 7) **Intellectual Proprietary Rights.** The Company and its licensors retain for themselves exclusive ownership of all right, title and interest in and to all intellectual and other proprietary rights embodied in or related to this Agreement.
- 8) **Liquidated Damages.** The Intern acknowledges and agrees that if he/she leaves Prodapt, voluntarily, within a period of eighteen (18) months from the Commencement Date of the Internship, the Intern will pay liquidated damages to the tune of INR one lakh fifty thousand (1,50,000) for the expenses incurred by the Company towards imparting training to the Intern.
- 9) **Governing Law.** This Agreement shall be governed and confirmed in accordance with the laws of India and subject to the exclusive jurisdiction of Chennai, India without regard to its conflict or choice of law provisions.
- 10) **Non-Waiver.** The failure of either the Company or Intern to exercise in any instance any right under this Agreement shall not constitute a waiver of the same or any other right, power, or privilege in any other instance. Any waiver must be in writing and signed by the party against whom a waiver is alleged.
- 11) **Severability.** If any term of this Agreement is held invalid or unenforceable, the remaining provisions of this Agreement will remain in full force and effect to the fullest extent permitted by law.

- 12) **Counterparts.** This Agreement may be executed in counterparts, each of which shall be deemed an original and each of which shall together constitute one and the same agreement. This Agreement will not become enforceable until executed by the Company.
- 13) **Entire Agreement.** This Agreement expresses, embodies, and supersedes all previous understandings and agreements, whether written or oral, between the Parties with respect to the subject matter hereof and fully and finally sets forth the entire agreement between the Parties.

IN WITNESS WHEREOF, the Intern and Company have executed this Internship Agreement as of the date mentioned above ("Effective Date"):

For Intern:

Name:

Signature:

Date: _____

For the Company:

Prodapt Solutions Private Limited

Signature:



Pradeep Jumani, Senior Director HR

Date: _____

Undertaking to be signed by the Intern for Successful Completion of Training.

I, **Abhijith Vijayan** having my address at House No 3 ,Nirmalapuram Church Road,Koorkenchery,Thrissur,Kerala Pin:680007: hereby solemnly declare that :

a) I will undergo the training program for a period of 3 months which shall include virtual classroom training and/or demonstration of artifacts and/or developing prototypes and/or stimulation and/or proof of concept exercises and/or further on the job training (**"Training"**).

I understand the necessity of the specialized technical training for meeting business requirements to the satisfaction of the Company and also agree that the training would enrich my experience and enhance my skills and knowledge. I also agree and acknowledge that the proposed training will add value to my career prospects.

Further I understand that the Company would incur significant expenditure in training including but not limited to instructor time, computers, software costs, setting up and maintenance of special and general facilities for the training and for subsequent on the job skill enhancements.

b) the continuation of the internship with the Company will be only valid subject to the successful completion of the Training.

I, the undersigned hereby acknowledges this declaration of successful completion of the Training.

Signature:

Witness:

Name:

Name:

Date:

Date:



sset last name <sset@scmsgroup.org>

TCS Campus Hiring - YOP 2021

2 messages

Shibas N P <shibas.np@tcs.com>

Sat, Sep 26, 2020 at 2:22 PM

Cc: Deepthi Damodaran <deepthi.damodaran@tcs.com>, Archana Johnson <archana.johnson1@tcs.com>, Jesto Raphael <jesto.r@tcs.com>

Dear Sir/Madam,

Greetings from TCS!

Trust you and your loved ones are continuing to be safe and in good health.

It is a matter of pride that despite the current unforeseen and unprecedented times, we have been navigating towards our goals by being purpose-driven, resilient and adaptable there by empowering our stakeholders to realize their objectives. We continue to live by our tradition of going the extra mile by responding to the society, our partners, our customers and the employees with utmost commitment.

Continuing with our Innovative spirit, **NQT has taken a new avatar to bring wider opportunities closer to the students and academia.**

This year, TCS Campus Test Process will be administered as part of the **National Qualifier Test (NQT)** conducted by TCS iON, our Official Test Partner. **The NQT Score secured by a student would be considered for the TCS Campus Hiring Process.**

- TCS Campus Hiring for YOP 2021 is open for all Engineering Disciplines B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc.
- Registrations are open on NQT Portal until 17th October 2020 (<https://learning.tcsionhub.in/hub/national-qualifier-test/>) for NQT scheduled on **24th/25th/26th October 2020**
- Students are required to register on NQT Portal to get their Registration Number
- Post registration, students could be batched on any of the above dates for taking up the NQT
- **To be considered for TCS Selection Process, candidates must register at the TCS Next Step Portal (<https://nextstep.tcs.com/campus/#/>), specifying the NQT Registration number**
- After the NQT, TCS Applicants' NQT Score will be taken from TCS iON
- Basis the NQT Score, the shortlisting for next round will be decided
- TCS Applicants' who are toppers from NQT will be further given a chance for TCS Digital Selection Process

Kindly refer the below link for more details.

https://www.tcs.com/careers/TCSCampusHiringYoP2021#section_1

If there are any queries, please feel free to connect with us. We look forward to your continued support and cooperation for a successful and mutually rewarding campus season.

Regards
Shibas

Shibas N.P
Campus Recruitment Lead- Kerala
Tata Consultancy Services
Voip:- 4487215
Phone:- 0484-6187215
Cell:- 9846553333
Mailto: shibas.np@tcs.com
Website: <http://www.tcs.com>

Experience certainty. IT Services
Business Solutions
Consulting

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sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 10, 2021 at 12:39 PM

[Quoted text hidden]



Offer: Computer Consultancy

Ref: TCSL/DT20206478017/Trivandrum

Date: 09/01/2021

Mr. Ajay S

Sree Nandanam G.K.Pilla Road,
Perumbavoor,
Perumbavoor-683542,
Kerala.
Tel# 91-8547427667

Dear Ajay S,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/DT20206478017

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Ajay S
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy
Ref: TCSL/DT20206516674/Trivandrum
Date: 09/01/2021

Ms. Anjali K P
Ix/121 Sreenagar, Kolazhy,
Near Chinmaya Vidyalaya, Chinmaya Gardens, Kolazhy P O, Thrissur.,
Thrissur-680010,
Kerala.
Tel# 91-9349992237

Dear Anjali K P,

Sub: Letter of Offer

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

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

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

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

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

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GROSS SALARY SHEET

Annexure 1

Name	Anjali K P
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy

Ref: TCSL/DT20206806685/Trivandrum

Date: 09/01/2021

Ms. Aparna

Thenath HouseMankave,

Mankave,

Calicut-673007,

Kerala.

Tel# -

Dear Aparna,

Sub: Letter of Offer

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

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

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

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

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

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GROSS SALARY SHEET

Annexure 1

Name	Aparna
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy
Ref: TCSL/DT20207250022/Trivandrum
Date: 09/01/2021

Mr. Aswin Anand S
Krishna(H),5/2773aThiruthiyad,
Puthiyara P.O,
Kozhikode-673004,
Kerala.
Tel# 91-7561844023

Dear Aswin Anand S,

Sub: Letter of Offer

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

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

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

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

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

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GROSS SALARY SHEET

Annexure 1

Name	Aswin Anand S
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy
Ref: TCSL/DT20206484028/Trivandrum
Date: 09/01/2021

Ms. Devika Chandran
Sarayu Udayamperur Kavala,
Udayamperur,
Ernakulam-682307,
Kerala.
Tel# 91-8593851396

Dear Devika Chandran,

Sub: Letter of Offer

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

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

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

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

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

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GROSS SALARY SHEET

Annexure 1

Name	Devika Chandran
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy

Ref: TCSL/DT20206478555/Trivandrum

Date: 09/01/2021

Mr. Ijaz Babu M

Mrra-55a, Kargil Road, Moolepadam Road, Vazhakkala,
Kakkanad West,
Ernakulam-682030,
Kerala.
Tel# 91-9400334848

Dear Ijaz Babu M,

Sub: Letter of Offer

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

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

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

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

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

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GROSS SALARY SHEET

Annexure 1

Name	Ijaz Babu M
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy
Ref: TCSL/DT20206841828/Delhi
Date: 03/09/2021

Mr. Rithwik S Menon
SeethavillaVelliyathamparambu,
Opp Ramankulangara Temple,
Cochin-682509,
Kerala.
Tel# 91-9497492743

Dear Rithwik S Menon,

Sub: Letter of Offer

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

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

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

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

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

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GROSS SALARY SHEET

Annexure 1

Name	Rithwik S Menon
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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



Offer: Computer Consultancy
Ref: TCSL/DT20206843206/Trivandrum
Date: 09/01/2021

Mr. Simon Saju
488Kollieylil House,
Mar Behanam Valliyapalli, Salem,
Perumbavoor-683556,
Kerala.
Tel# -

Dear Simon Saju,

Sub: Letter of Offer

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

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

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

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

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

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GROSS SALARY SHEET

Annexure 1

Name	Simon Saju
Designation	Assistant System Engineer-Trainee
Institute Name	Scm Institute Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy

Ref: TCSL/DT20207247575/Trivandrum

Date: 09/01/2021

Mr. Anirudh Sasi
Nandhanam Karakkunnu,
Kottayampoil(P.O),
Kannur-670691,
Kerala.
Tel# -

Dear Anirudh Sasi,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/DT20207247575

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GROSS SALARY SHEET

Annexure 1

Name	Anirudh Sasi
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy
Ref: TCSL/DT20206477820/Trivandrum
Date: 09/01/2021

Ms. Manoja E
U K Nivas O K Road,
Thiruvannur,
Kozhikode-673029,
Kerala.
Tel# 91-9846249755

Dear Manoja E,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/DT20206477820

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Manoja E
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy

Ref: TCSL/DT20184455327/Trivandrum

Date: 09/01/2021

Ms. Nivedya K P

949Thottada West,

Near Thottada West Up School,

Kannur-670003,

Kerala.

Tel# -

Dear Nivedya K P,

Sub: Letter of Offer

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

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

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

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

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

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Nivedya K P
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy
Ref: TCSL/DT20206698408/Trivandrum
Date: 09/01/2021

Ms. Saranya M Nambiar
43, Sowparnika Rajeev Gardens,
Dhanwanthari Temple,
Thrissur-680018,
Kerala.
Tel# 91-9446436299

Dear Saranya M Nambiar,

Sub: Letter of Offer

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

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

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

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

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

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Saranya M Nambiar
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy
Ref: TCSL/DT20206327382/Trivandrum
Date: 09/01/2021

Ms. Shallet Mary T Eldho

9/485Karukutty,
Near Adlux,
Ernakulam-683576,
Kerala.
Tel# -

Dear Shallet Mary T Eldho,

Sub: Letter of Offer

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

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

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

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

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

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Shallet Mary T Eldho
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



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

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



sset last name <sset@scmsgroup.org>

Invitation to participate in Infosys Campus Recruitment Program for 2020-21

9 messages

Pon Balaji Sankar <pon.sankar@infosys.com>

Thu, Sep 3, 2020 at 11:50 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun,

Greetings!

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,458 clients in 46 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,39,000+ employees makes this happen.

At Infosys, we have a [signature strategy](#) to help our employees move forward. We enable them to build technology solutions for the future, we ensure their career never stands still, and that we navigate further, together. Through always-on learning options, career opportunities through bridge programs, and training in advanced technologies, we help our people to achieve what they desire the most.

As we begin campus recruitment for 2021 batch of students, we are keen to partner with your institute for Infosys Campus Recruitment Program 2020-21. You are requested to send a confirmation on this mail.

Our campus recruitment program will be conducted online this year. The test process would be a virtual online assessment and the shortlisted students would be required to undergo video interview to assess their technical and behavioral skills.

You are requested to refer to the attached '**Eligibility Criteria**' to identify the eligible students from your institute for our recruitment program.

To nominate students for our recruitment program, kindly share the details of eligible students with us in the attached 'Student Details Sheet' latest by Monday, September 7, 2020.

Please note, our processes are system driven, hence we will not be able to accommodate any changes/additions to this list after the due date.

Kindly share the attached '**Important Instructions for Students**' with the eligible candidates so that they can adhere to the process.

In case of any query, feel free to contact me.

We look forward to a long and successful partnership with you.

Regards,

Pon Balaji

Talent Acquisition

Infosys Limited

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3 attachments



Student data sheet_2021.xls

27K



Important Instructions for Candidates.pdf

474K



Infosys Campus Recruitment Program_Eligibility Criteria.pdf

47K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Sep 4, 2020 at 2:57 PM

[Quoted text hidden]

3 attachments



Student data sheet_2021.xls

27K



Important Instructions for Candidates.pdf

474K



Infosys Campus Recruitment Program_Eligibility Criteria.pdf

47K

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: "Dr. Praveensal C.J." <praveensal@scmsgroup.org>
Cc: Gopakumar S <gopakumars@scmsgroup.org>, SSET <sset@scmsgroup.org>

Fri, Sep 4, 2020 at 9:28 PM

Dear Sir,

We have received the communication from Infosys for conducting the campus placements. I believe the online test and interview would be scheduled after two or three weeks. We have already started training on interview and group discussion which is done personally by me.

It is also very important to give the final training for clearing the aptitude test. The main modules of the training by Konfidence on Quantitative Aptitude, Logical Reasoning, Verbal Ability and the Infosys pattern training are pending.

Kindly look into this matter at the earliest so that we will have good number of students clearing the aptitude test this year also. We can plan the training only for the eligible and interested candidates and the new training proposal from Konfidence is much better.

Looking forward to hearing from you soon,
Thank you,
Varun

[Quoted text hidden]

--
Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*
Associate Professor - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

3 attachments

 **Student data sheet_2021.xls**
27K

 **Important Instructions for Candidates.pdf**
474K

 **Infosys Campus Recruitment Program_Eligibility Criteria.pdf**
47K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Sep 7, 2020 at 5:21 PM

Dear Sir,

Greetings from SCMS School of Engineering and Technology!!

Thanks for the effort taken for the recruitment of our 2021 batch students too. As per the mail, I hereby confirm the Day 1 status Exclusively to Infosys for our 2021 batch students.

Attached herewith the filled template of our 257 candidates for the selection process to be conducted by your esteemed organization. As per the present Covid 19 situations, our students are presently out of campus attending online classes.

Kindly intimate further details of online process.

Looking forward to hearing from you soon.

Warm Regards

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*
Associate Professor - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684
[Quoted text hidden]

 **SCMS-Registration - Infosys Campus Recruitment 2021.xlsx**
108K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Sep 7, 2020 at 6:04 PM

Revised list



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment Program: List of students selected for a job offer

5 messages

Pon Balaji Sankar <pon.sankar@infosys.com>

Fri, Dec 18, 2020 at 1:12 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun,

We are delighted to share the list of students from your institute who have successfully cleared the interview round of Infosys Campus Recruitment Program 2020-21. Please refer to the attached excel sheet to see the list.

The results for students who participated in our campus recruitment program but their names are missing from the list will also be shared with you shortly.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

We look forward to a long and successful partnership with you.

Warm regards,

Pon Balaji

Talent Acquisition

Infosys Limited

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SCMS.xlsx
10K**Pon Balaji Sankar** <pon.sankar@infosys.com>

Fri, Dec 18, 2020 at 2:06 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Dear Prof.,

Please note that RAI is a reject.

Sno	Candidate Name	Candidate Email	Final Status
1	Aswathy Sudhi	aswathypsudhi@gmail.com	Offer
2	Sanju M P	mpsanju123@gmail.com	RAI
3	Rahul Krishnan	vaishnavam.rahul@gmail.com	Offer
4	Shallet T Eldho	shalletmary1999@gmail.com	Offer
5	Nadeem Ahmed V A	vanadeem@gmail.com	Offer
6	Kailasnath R	kailasctla@gmail.com	Offer
7	Manoja E	manojae98@gmail.com	Offer
8	ARSHIK ANTONY	01antony.arshik@gmail.com	Offer
9	Kiran Sanath	32kiransanath.ks@gmail.com	RAI
10	Zaheer Rahim E	zaheerrahime@gmail.com	Offer
11	Febin Jose	febinjosec98@gmail.com	RAI
12	Sumayya Suhail	anzam.suhail4321@gmail.com	RAI
13	Akshara K R	aksharakrajesh7@gmail.com	Offer
14	Sreeram V Dev	sreeram.dev3@gmail.com	RAI
15	Navaneeth Krishnakumar	navneethkrishnakumar25@gmail.com	Offer
16	Rohith K V	rohithkv712@gmail.com	Offer
17	Amal Revi Kunnambath	amalrevi37@gmail.com	Offer
18	Rahul K R	rahulkr390@gmail.com	RAI
19	Sarath Amay Nair	sarathnair30@outlook.com	RAI
20	Ijaz M.	ijazbm@protonmail.com	Offer
21	Anjaly Gopan	anjalygopan@gmail.com	RAI

Candidate Name	Candidate Email	Final Status
Anagha SUJITH K	anagha16sujith@gmail.com	Offer
Sarath Sajan	sarathsajan1998@gmail.com	Reject
Sayooj Suresh	sayoojsuresh.suresh6@gmail.co	Offer
Shravan Manoj	shravanmanoj911@gmail.com	Offer

Candidate Name	Candidate Email	Final Status
Aparna .	aparnapanand099@gmail.com	Offer
Bestin Antu	bestinantunps@gmail.com	Offer
Hida Rahman	hrpn.hida@gmail.com	Offer
Sarath J	jsarathkaralmanna@gmail.com	Offer
Meera C Anil	meeracanil.444@gmail.com	Offer
Roshan Prasad	roshanp60@gmail.com	Offer
Shahil M M	shahilmm1@gmail.com	Reject



Campus Recruitment Program

Dear Prof. Varun,

We are delighted to share the list of students from your institute who have successfully cleared the interview round of Infosys Campus Recruitment Program 2020-21. Please refer to the attached excel sheet to see the list.

The results for students who participated in our campus recruitment program but their names are missing from the list will also be shared with you shortly.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

We look forward to a long and successful partnership with you.

Warm regards,

Abraham John

Talent Acquisition

Infosys Limited

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 **SCMS.xlsx**
12K

Candidate Name	Candidate Email	Final Status
Aparna P A	aparna.koyari@gmail.com	Reject
Agatha Aji	agathaaji99@gmail.com	Offer
Ajil Jaison	ajiljaison64@gmail.com	Offer
Anupa T Sebastian	anupatsebastian@gmail.com	Offer
Arundhathi A	arundhathiaa@gmail.com	Offer
Athila V A	athilava08@gmail.com	Offer
Krishnapriya M J	krishnapriyajayakumar1@gmail.com	Offer
Pranav P	pranavpavanpradeep321@gmail.com	Offer
Saranya M Nambiar	saranyasaaru99@gmail.com	Offer
Shahistha .	shahistha1999@gmail.com	Offer
Sravan Vinod K	sravanvinodk111@gmail.com	Offer
Varun Anil	varunanil17@gmail.com	Offer
Vishnu Menon	vishnukm147@gmail.com	Offer

Candidate Name	Candidate Email	Final Status	College Name
Ajay S	ajaysan2017@gmail.com	Offer	SCMS School of Engineering and Technology
Jyothish A	athi.jyothish@gmail.com	Offer	SCMS School of Engineering and Technology
Jiso Jose	jisojose6@gmail.com	Offer	SCMS School of Engineering and Technology
Joanne George	joannejuliet21@gmail.com	Offer	SCMS School of Engineering and Technology
Nivedya K P	nivedyakp1999@gmail.com	Reject	SCMS School of Engineering and Technology



Infosys Recruitment Process Survey - Please share your feedback Inbox



Infosys Freshers Recr... Mar 26

to me ▾



Dear Ajay S,

Congratulations on successfully clearing the Infosys selection process.

Since you have progressed through all the stages of our recruitment process, it would be great if you could spare 3-4 minutes to share a feedback on your experience.

Your feedback will help us assess and improve these processes.

Please [click here](#) to share your feedback.

Please note that this survey is accessible from the latest updated version of Chrome, Edge, Firefox and Safari only. IE is not supported.

We look forward to welcome you into the Infosys family.

Best regards,

Talent Acquisition

Infosys

HRD/3T/1001698041/21-22

July 18, 2021

Ms. Akshara K R
Moothakunnam p.o /96A
North Paravur
Ernakulam-683516
India

Ph: +91-7902600801

Dear Akshara,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.07.18 18:11:45 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1001698041/21-22

July 18, 2021

Ms. Akshara K R
Moothakunnam p.o /96A
North Paravur
Ernakulam-683516
India

Ph: +91-7902600801

Dear Akshara,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **30-Aug-2021**.

Location

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

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

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

Training

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Akshara K R			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Akshara K R			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



Infosys Recruitment Process Survey - Please share your feedback

Inbox



Infosys Freshers Re... 26 Mar
to me ✓




Dear Anupa T Sebastian,

Congratulations on successfully clearing the Infosys
selection process.

Infosys Limited  



 **Infosys Limited** <offers@infosys.com>
13 min •

Mon, Jan 14, 7:27 PM (10 days ago)   

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information from your side. Kindly [click here to update your details](#) at the earliest and your candidate ID is **1001790887**

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_updates@infosys.com

We look forward to welcoming you at Infosys.

Regards,

Recruitment Acquisition
Infosys Limited



July 26, 2021

HRD/3T/21-22/1001698012

Ms. Hida Rahman
Candidate ID: 1001698012
Valiyaparambil (H), Veemboor
Mariyad P.O, Manjeri, Malappuram, Kerala
Malappuram - 676122
Kerala
India
Ph: (91) 90480 77040

Dear Hida,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

HRD/3T/1001702262/21-22

July 18, 2021

Mr. Roshan Prasad
Pearl Park, B T3, Odumbra,
Olavanna(P.O),
Calicut-673019
India

Ph: +91-9747778527

Dear Roshan,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.07.18 13:38:56 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1001702262/21-22

July 18, 2021

Mr. Roshan Prasad
Pearl Park, B T3, Odumbra,
Olavanna(P.O),
Calicut-673019
India

Ph: +91-9747778527

Dear Roshan,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **30-Aug-2021**.

Location

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

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

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

Training

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Roshan Prasad			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. Roshan Prasad		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
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*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

Infosys Limited  Inbox 8



Infosys Limited <offers@infosys.com>
to me ↵

Mon, Jun 14, 8:11 PM (11 days ago)



Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information from your side. Kindly [click here to update your details](#) at the earliest and your candidate ID is 1001702003.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition
Infosys Limited



Jyothish A <athi.jyothish@gmail.com>

Infosys Limited

Infosys Limited <offers@infosys.com>

Mon, Jun 14, 2021 at 7:30 PM

To: "athi.jyothish@gmail.com" <athi.jyothish@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information from your side.

Kindly click [here](#) to update your details at the earliest and your candidate ID is **1001697969**

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited



sset last name <sset@scmsgroup.org>

Fwd: Infosys select - Congratulations

1 message

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Oct 26, 2021 at 10:17 AM

Madam,

Please update our records

Regards,

Jayanand B

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

From: **Anuj Yadav** <anujyadav@bigleaponline.com>
Date: Mon, Oct 25, 2021 at 6:05 PM
Subject: Infosys select - Congratulations
To: <jayanand@scmsgroup.org>
Cc: Vandana . <vandana@bigleaponline.com>

Dear TPO,

Many congratulations.

Please be informed below are the 2020/21 batch candidates update from Infosys.

Online eligible

ARDRA NAIR	ardra.souparnika@gmail.com	8086278731	SCMS School of Engineering and Technology
Rithwik S Menon	rithwikmenons@gmail.com	7012715036	SCMS School of Engineering and Technology
Vishnu Gopidas	vishnugopidas12@gmail.com	9400615915	SCMS School of Engineering and Technology
Akhil Paul	akhilthomaspaul@gmail.com	7356419432	SCMS School of Engineering and Technology
Anzu Merin John	amerinjohn@gmail.com	7902630344	SCMS School of Engineering and Technology
Ashil Basheer	ashilkb848@gmail.com	996140696	SCMS School of Engineering and Technology
Maneesh Krishna M	maneeshappus@gmail.com	8281692433	SCMS School of Engineering and Technology
Meera C Anil	meeracaniil.444@gmail.com	8848884384	SCMS School of Engineering and Technology
Mohammed Suhaib V A	msuhaib010@gmail.com	7025370616	SCMS School of Engineering and Technology
Neal A Vinod	nealvinod7@gmail.com	7902539459	SCMS School of Engineering and Technology
Nimisha Manoj	nimishamanoj033@gmail.com	7907498673	SCMS School of Engineering and Technology
Sten Benny	stenbenny02@gmail.com	7909154709	SCMS School of Engineering and Technology
Abhijith Chacko	abhijithultimate07@gmail.com	8078152079	SCMS School of Engineering and Technology
Parvathi P J	parvathijoshi09@gmail.com	7594071337	SCMS School of Engineering and Technology

Online passed/tech eligible

Maneesh Krishna M	maneeshappus@gmail.com	8281692433	SCMS School of Engineering and Technology
-------------------	--	------------	---

Final selection

Maneesh Krishna M	maneeshappus@gmail.com	8281692433	SCMS School of Engineering and Technology
--------------------------	--	------------	---

We are looking forward to serving your campus for 2022 and upcoming years.

Kindly provide data for the 2022 batch and accordingly opportunities will be shared with all.

--

Kind Regards

Anuj Yadav**+91 9778413309****Relationship Officer**

(Sales & Support (Campus Placement Advisory Team))



Cochin :

BigLeap Solutions Pvt Ltd

ExpertLines Tower, TOG Road, Kalamassery, Kerala, India

Mob: 04952724607

KP Vllam Road, Kadavanthara Cochin-20

Mob: 8078536664 , 90618065626

Corporate office - Calicut :

BigLeap Solutions Pvt Ltd

4th Floor, Markaz Complex, Mavoor Rd,

Kozhikode, Kerala, India - 673004

T: 04952724607 | E: prasanth@bigleaponline.com
W: bigleaponline.com/ | W: passionleap.in/



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sset last name <sset@scmsgroup.org>

Sutherland Campus Invite - SCMS School of Engineering and Technology !

9 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Mon, Dec 7, 2020 at 7:09 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. Varun,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at www.sutherlandglobal.com, and follow us on FB www.facebook.com/SutherlandGlobalServicesIndia/

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive for **SCMS School of Engineering and Technology** on the **6Jan'21**. We request you to collect the details of the interested students in the attached excel sheet and share it with us on or before **3Jan'2021**.

Pre-requisite

Graduates/ Three year Diploma Holder
Basic computer knowledge in Hardware, Operating Systems and Networking
Aptitude for troubleshooting Desktops/ Laptops
Excellent spoken and written English communication skills
Open to work in Rotational shifts

Work Location	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Airoli)
Salary	Up to 2.50 L (Fresher's) - Package differs based on the individual's skill set

Interview process

Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Presentation	A presentation on Sutherland - 40 to 45 mins in WebEX
Non-voice Screening	Online assessment – Laptop/Desktop is mandatory
Initial Screening	JD/ one on one conversation in Breakout session of 20 - 25 students - approx 45 mins per batch
Communication Assessment and HR Interview	Candidates clearing communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared two days before the fixed drive date.
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,

**Divya G Thiyagarajan**

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiyagarajan@sutherlandglobal.com

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

**Sutherland Interview data tracker.xlsx**

11K

SSET <sset@scmsgroup.org>

Mon, Jan 4, 2021 at 11:44 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Madam,

Thanks for the invitation extended for this year recruitment too. As per the mail, attached herewith the filled template of our 107 candidates for the drive to be conducted by your esteemed organization on **6th January 2021**.

Kindly confirm the further details of the same.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

**Sutherland Interview data tracker.xlsx**

33K

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 10:43 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Kindly confirm the virtual drive details scheduled by your esteemed organization on **6th January 2021** for our 2021 batch students.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 1:09 PM

To: SSET <sset@scmsgroup.org>Cc: Varun Menon G <varunmenon@scmsgroup.org>

Hi,

Greetings for the day.

Gentle reminder for tomorrow's drive.

[Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.](#)

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared (database is already received, please update if there is any change)
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Reach out to me on 8137010196 if you have any queries.

Regards,

Silviya

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,



Divya G Thiagarajan

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiagarajan@sutherlandglobal.com

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[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 2:12 PM

To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Thanks for the details. Our students will attend the drive as per the schedule.

It may kindly be noted that the email id of our candidates **Sl. No.36 - Rosemol Biju** is rosemolbiju15@gmail.com, which was entered wrongly in the student tracker sheet, mailed yesterday.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

 **Sutherland Interview data tracker.xlsx**
33K

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 2:23 PM

To: SSET <sset@scmsgroup.org>

Hi Varun,



sset last name <sset@scmsgroup.org>

SCMS School of Engineering and Technology - Congratulations to the Selected Candidates

6 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. Varun

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for Campus Hiring . I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews & have b
Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Primary Number	Alternate Number	Email	DOB	Fathers name	
1	B.Tech-CE	Shifa	Ebrahim	7994017033	9745843667	shifae11@gmail.com	6/11/1999	Ebrahim	SCM
2	B.Tech-CSE	Pooja	S	8589832331		poojaspisharady@gmail.com	14-Mar-00	Suresh N.P	SCM
3	B.Tech-CSE	Aditya	Manoj	8848882147	9745359445	adityamnj@gmail.com	9-Feb-99	Manoj Kumar	SCM
4	B.Tech-CSE	Mariya	Raphel	7034323872	9447529005	marjith347@gmail.com	2-Jun-99	V O Rappai	SCM
5	B.Tech-CSE	Aswin	Remesh	9495741913		aswinremeshch1@gmail.com	5-May-99	Remesan M. G.	SCM
6	B.Tech-CSE	Meera	C Anil	8086148492	8848884384	meeracani.444@gmail.com	4-Feb-99	Anilkumar C C	SCM
7	B.Tech-CSE	Saranya	M.Nambiar	8921069156		saranyasaaru99@gmail.com	1-Jun-99	P.N.Mukundan	SCM
8	B.Tech-CSE	Parvathi	P J	7594071337	9895805372	parvathijoshi09@gmail.com	25-Mar-99	Joshi P G	SCM
9	B.Tech-ECE	Honey	Manoj	7356988559	9539866704	honeymanoj76@gmail.com	17-Jul-99	Manoj John	SCM
10	B.Tech-ECE	Amal	T	7994195501	9744310441	amalposeidon@gmail.com	25-Jun-99	Ashwanikumar T	SCM
11	B.Tech-ECE	Sarath	Sajan	7907498200		sarathsajan1998@gmail.com	12-Dec-98	Sajan Baby	SCM
12	B.Tech-ECE	Anjali	K	9946142543	9495133305	anjalikrishnan11@gmail.com	22-Feb-99	M Kuttikrishnan	SCM
13	B.Tech-ECE	Gokul Das	M	9947982234	9037253972	gokulmdas99@gmail.com	29-May-99	M Thulasidas	SCM
14	B.Tech-ECE	R S	Vishnu Priya	9048076999		vpriyasajeevkumar@gmail.com	20-May-98	Sajeevkumar R N	SCM
15	B.Tech-ECE	Denny	Jose C	9446410071	9895771912	dennycjose@gmail.com	10-May-99	Cj Jose	SCM
16	B.Tech-ECE	Vishnu	K Menon	9526340449	9847510672	vishnukm147@gmail.com	2-Aug-99	Krishnakumar K M	SCM
17	B.Tech-EEE	Anshya	Shibi S	9562464666	9447052157	anshyasmile@gmail.com	24-Dec-99	M Subash	SCM
18	B.Tech-EEE	Vishnu	Unnikrishnan	8826180980	8826180980	vishnuabl2@gmail.com	12-Sep-99	Unnikrishnan.P	SCM
19	B.Tech-ME	Allen	Issac	7012861409	7594957212	allenissac08@gmail.com	16-Jul-98	Shency Abraham	SCM
20	B.Tech-ME	Anandsivan	S	8921720413	9544098868	anandsivan1999@gmail.com	7-Aug-99	M P Santhoshkumar	SCM
21	B.Tech-ME	Vishnu	K B	9605330247	9567419809	vishnukb1000@gmail.com	14-Sep-99	Bahuleyan K K	SCM
22	B.Tech-ME	Aswanth	R	9072109953	9744343336	aswanthr2323@gmail.com	23-May-99	B Rajeev	SCM
23	B.Tech-ME	Gopika Ganga	Nair	9747124768		gopikaganganair@gmail.com	2-Feb-99	Ganga V Nair (Mother)	SCM
24	B.Tech-ME	Kiran	John	9061129561	9567881772	kiranj90611@gmail.com	24-Jun-99	Renni John	SCM

Regards,



sset last name <sset@scmsgroup.org>

SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)

5 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Wed, Apr 28, 2021

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>

Dear Mr. Varun,

Greetings from Sutherland!!!

It was indeed a pleasure conducting the virtual campus drive for your institution . I'm hereby mentioning the details of those vibrant minds who have cleared our Non Voice rounds of interview and have been shortlisted as a "Associate" . Our Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Primary Number	Alternate Number	Email	College name
1	B.Tech-AUE	Basil	John	9745344199		basiljohn1998@gmail.com	SCMS School of Engineering and Technology
2	B.Tech-CE	Mahima	Babu Kc	9061237493	9745127278	mahimabkc@gmail.com	SCMS School of Engineering and Technology
3	B.Tech-CE	Angel	Joy	9961921966	9048343425	angeleliyajoy31@gmail.com	SCMS School of Engineering and Technology
4	B.Tech-CSE	Sarath Amay	Nair	7909169432	8590388478	sarathnair30@outlook.com	SCMS School of Engineering and Technology
5	B.Tech-CSE	Sreeraj	B R	8289964892	9497345892	brsreerajbr@gmail.com	SCMS School of Engineering and Technology
6	B.Tech-CSE	Mohammed	Suhaib V A	7025370616	7025370616	msuhaib010@gmail.com	SCMS School of Engineering and Technology
7	B.Tech-CSE	Abhijith	Chacko	8078152079	7510790407	abhijithultimate07@gmail.com	SCMS School of Engineering and Technology
8	B.Tech-CSE	Sten	Benny	7909154709		stenbenny02@gmail.com	SCMS School of Engineering and Technology
9	B.Tech-CSE	Gayathri	V	8921873799		gayathrivalsaraj27@gmail.com	SCMS School of Engineering and Technology
10	B.Tech-CSE	Ashil	Basheer	9961406956	9605266077	ashilkb848@gmail.com	SCMS School of Engineering and Technology
11	B.Tech-CSE	Neal	Vinod	7902539459		nealvinod7@gmail.com	SCMS School of Engineering and Technology
12	B.Tech-CSE	Rithwik	S Menon	7012715036	9497492743	rithwikmenons@gmail.com	SCMS School of Engineering and Technology
13	B.Tech-CSE	Robin	Abraham	9497458402	8281975840	abraham28rob@gmail.com	SCMS School of Engineering and Technology
14	B.Tech-CSE	Vishnuraj	K R	9497877691		vishnuraj9991@gmail.com	SCMS School of Engineering and Technology
15	B.Tech-CSE	Ajil	Jaison	9745957595	9947014087	ajiljaison64@gmail.com	SCMS School of Engineering and Technology
16	B.Tech-CSE	Anupa	T Sebastian	8589820268	9497121998	anupatsebastian@gmail.com	SCMS School of Engineering and Technology
17	B.Tech-CSE	Ardra	Nair	8086278731	9946571095	ardra.souparnika@gmail.com	SCMS School of Engineering and Technology
18	B.Tech-CSE	Ashal M	Joshly	7356480234	7356480234	aashalmariya123@gmail.com	SCMS School of Engineering and Technology
19	B.Tech-CSE	Divya	Sabu	9447634010		divya13499@gmail.com	SCMS School of Engineering and Technology
20	B.Tech-CSE	Hariharan	V	8921086636		hariharanv72@gmail.com	SCMS School of Engineering and Technology
21	B.Tech-CSE	Hida	Rahman	9048077040	9846383069	hprn.hida@gmail.com	SCMS School of Engineering and Technology
22	B.Tech-CSE	Hisana	T Y	7356853120	7306690847	hizanayoonus321@gmail.com	SCMS School of Engineering and Technology
23	B.Tech-CSE	Jiso	Jose	9020466018	8078282110	jisojose6@gmail.com	SCMS School of Engineering and Technology
24	B.Tech-CSE	Jyothish	A	8089714037		athi.jyothish@gmail.com	SCMS School of Engineering and Technology
25	B.Tech-CSE	Kavitha	K K	8078173586	9072089422	kavithavanchookalam@gmail.com	SCMS School of Engineering and Technology
26	B.Tech-CSE	Malavika	K Nair	9961158289		malavika.knair@gmail.com	SCMS School of Engineering and Technology

27	B.Tech-CSE	Milna	James	9188024669	7594024669	jamesmilna22@gmail.com	SCMS School of Engineering and
28	B.Tech-CSE	Premkrishna	Sujit	9400645867		prem.kitchu@gmail.com	SCMS School of Engineering and
29	B.Tech-CSE	Ramachandran	T H	9633590965		kannanth97@gmail.com	SCMS School of Engineering and
30	B.Tech-CSE	Shimil K	Eldose	9645842346	9846691453	shimilkeldose05@gmail.com	SCMS School of Engineering and
31	B.Tech-CSE	Vinay	Steephen	8592008665	9447245644	Vinaystephen1@gmail.com	SCMS School of Engineering and
32	B.Tech-ECE	Aishwarya	Nandakumaravarma	9400835315		varmaaishwarya3@gmail.com	SCMS School of Engineering and
33	B.Tech-ECE	Amal	Prasannan	9061716323		amalpodi1999@gmail.com	SCMS School of Engineering and
34	B.Tech-ECE	Ananya	Rajesh	9747943749	8921283745	ananyarajesh33@gmail.com	SCMS School of Engineering and
35	B.Tech-ECE	Anjana K	Saju	9048483595	7025352098	anjanaksaju97@gmail.com	SCMS School of Engineering and
36	B.Tech-ECE	Aravind	J	9496102309	9447665399	aravindtekkot@gmail.com	SCMS School of Engineering and
37	B.Tech-ECE	Aswathy	Gopalakrishnan	8281343599		aswathy_gp@ieee.org	SCMS School of Engineering and
38	B.Tech-ECE	Athulya	K T	7594958475		athulyakt69@gmail.com	SCMS School of Engineering and
39	B.Tech-ECE	Tejas	Cj	8075797056	7559812165	tejas99@gmail.com	SCMS School of Engineering and
40	B.Tech-EEE	Elvin	T G	8078256324	7012094241	elvinthekkanath@gmail.com	SCMS School of Engineering and
41	B.Tech-EEE	Shibin	M S	9048563018	9947298337	shibinmadathingal1998@gmail.com	SCMS School of Engineering and
42	B.Tech-EEE	Tritin	Thomas	9562656170	9562656170	trittinthomas@gmail.com	SCMS School of Engineering and
43	B.Tech-EEE	Nakash Faisal	K	8891424342	9847727228	Nakashfz19@gmail.com	SCMS School of Engineering and
44	B.Tech-ME	Amal Krishna	Alassery	9895685092	8156974226	amalkrishnalassery@gmail.com	SCMS School of Engineering and
45	B.Tech-ME	Sreeharsh	R P	9656976175	8086860553	sreeharsh28012000@gmail.com	SCMS School of Engineering and
46	B.Tech-ME	Akhil	Saji	9745462085		akhilsaji27@gmail.com	SCMS School of Engineering and

Regards,

Sutherland Campus Team

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SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Wed, Apr 28, 2021 at 6:12 AM

[Quoted text hidden]

SSET <sset@scmsgroup.org> Wed, Apr 28, 2021 at 6:42 AM
To: Basil John <basiljohn1998@gmail.com>, "mahimabkc@gmail.com" <mahimabkc@gmail.com>, "angeleliyajoy31@gmail.com" <angeleliyajoy31@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, "ashilkb848@gmail.com" <ashilkb848@gmail.com>, "nealvinod7@gmail.com" <nealvinod7@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, robin abraham <abraham28rob@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, Ajil Jaison <ajiljaison64@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, Ardra Nair <ardra.souparnika@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, Divya Sabu <divya13499@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Jiso Jose <jisose6@gmail.com>, Kavitha K K <kavithavanchchoorkalam@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, Malavika K Nair <malavika.knair@gmail.com>, "jamesmilna22@gmail.com" <jamesmilna22@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, Kannan TH <kannanth97@gmail.com>

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

From: **Sutherland Campus Team India** <SutherlandCampusTeam.India@sutherlandglobal.com>
Date: Wednesday, April 28, 2021
Subject: SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)
To: "sset@scmsgroup.org" <sset@scmsgroup.org>
Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>

[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Wed, Apr 28, 2021 at 10:19 AM



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Abhijith Chacko (B.Tech-CSE)

Congratulations!!!

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

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

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Aditya Manoj (B.Tech-CSE)

Congratulations!!!

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

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- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Ajil Jaison (B.Tech-CSE)

Congratulations!!!

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

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

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

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- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Anupa T Sebastian (B.Tech-CSE)

Congratulations!!!

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

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

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

- 10 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Ardra Nair (B.Tech-CSE)

Congratulations!!!

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

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- Pan Card- Mandatory to open bank account.
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Ashal M Joshy (B.Tech-CSE)

Congratulations!!!

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

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

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Ashil Basheer (B.Tech-CSE)

Congratulations!!!

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Aswin Remesh (B.Tech-CSE)

Congratulations!!!

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

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- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

Talent Acquisition
Sutherland

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Divya Sabu (B.Tech-CSE)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Gayathri V (B.Tech-CSE)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Hariharan V (B.Tech-CSE)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Hida Rahman (B.Tech-CSE)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Hisana T Y (B.Tech-CSE)

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Jiso Jose (B.Tech-CSE)

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Jyothish A (B.Tech-CSE)

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Kavitha K K (B.Tech-CSE)

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Malavika K Nair (B.Tech-CSE)

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 26-03-2021

Dear Mariya Raphel (B.Tech-CSE)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Meera C Anil (B.Tech-CSE)

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Milna James (B.Tech-CSE)

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Mohammed Suhaib V A (B.Tech-CSE)

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Neal Vinod (B.Tech-CSE)

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sset last name <sset@scmsgroup.org>

BYJU'S ENGAGE - Business Development Trainee

5 messages

Byjus Campus <campus@byjus.com>

Fri, Jun 4, 2021 at 4:30 PM

To: keerthana sudheer <keerthana.sudheer@byjus.com>, Niranjana Pramod <niranjana.veer@byjus.com>, Parikshit Kochhar <parikshit.kochhar@byjus.com>

Bcc: sset@scmsgroup.org



Hello,
Greetings from BYJU'S!

It gives us immense pleasure to inform you that we would be moving on to the next phase of the campus recruitment process for the selected students for the profile of **Business Development Trainee** from your college/University. As a first step towards pre-onboarding formalities, we will be having a session (**BYJU'S ENGAGE**) with the selected candidates to help them in understanding more about the profile, ecosystem and the culture that they will be joining in. Kindly ensure that the students are adhering to the timelines.

Details of BYJU'S Engage:- (Please ensure that the students are logging in at least 15 minutes prior to the start of the session)

Date: 5th June 2021**Time: 4 pm – 5 pm**

Platform: Zoom Inc.

Zoom meeting link: <https://us02web.zoom.us/j/89310135355>

Meeting ID: 893 1013 5355

Passcode: Byjus@BDT

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SSET <sset@scmsgroup.org>

Fri, Jun 4, 2021 at 5:09 PM

To: Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

Byjus Campus <campus@byjus.com>

Sat, Jun 5, 2021 at 5:20 PM

To: keerthana sudheer <keerthana.sudheer@byjus.com>, Niranjana Pramod <niranjana.veer@byjus.com>

Bcc: sset@scmsgroup.org

Hello,
Greetings from BYJU'S!

Furthermore to our conversation on the Byjus Engage session as a prerequisite kindly ensure that the Byjus Campus Recruitment feedback form is being filled no later than 8pm IST 5th June 2021.

BDT campus feedback form Link : - <https://forms.gle/XkAzjzCYLVryVoj7>Deadline to fill the form: **5th June 2021 08:00 pm**

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jun 5, 2021 at 6:00 PM

To: Meera C Anil <meeracaniil.444@gmail.com>, allenissac08@gmail.com, Gopika Ganga Nair <gopikaganganair@gmail.com>, jishnumuralisiva@gmail.com, Shahistha Shereef <shahistha1999@gmail.com>

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

From: **Byjus Campus** <campus@byjus.com>

Date: Sat, Jun 5, 2021 at 5:25 PM

Subject: Re: BYJU'S ENGAGE - Business Development Trainee

To: keerthana sudheer <keerthana.sudheer@byjus.com>, Niranjana Pramod <niranjana.veer@byjus.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Thu, Sep 9, 2021 at 8:50 AM

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Recruitment Drive Results 2021 - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

3 messages

Byjus Campus <campus@byjus.com>

Tue, Jan 19, 2021 at 6:03 AM

To: sset@scmsgroup.org

Cc: keerthana sudheer <keerthana.sudheer@byjus.com>, Arun Kumar C P <arun.kumar@byjus.com>

Hello

Greetings from Byju's.

Please find below the result for the Virtual campus drive held with **SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY**

A total of 5 students have been selected at BYJU'S – The Learning App.

Please note that an individual joining link and intimation will be received by the candidates for their joining location and training with us in the registered mail ids. The details with respect to training location and onboarding will only be discussed towards the end of course completion.

CandidateName	Email Id	Campus Name	Profile
Meera C Anil	meeracaniil.444@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	BDT
ALLEN ISSAC	allenissac08@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	BDT
Gopika Ganga Nair	gopikaganganair@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	BDT
JISHNU MURALI	jishnumuralisiva@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	BDT
Shahistha	shahistha1999@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	BDT

Heartiest Congratulations to them and we look forward to getting them on-boarded at BYJU'S.

Also, for smooth onboarding of the aforementioned candidates, please ensure that they are blocked for Byjus

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The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

SSET <sset@scmsgroup.org>

Mon, Jan 18, 2021 at 3:58 PM

Bcc: aneeshmenon6658@gmail.com, Arjun Pillai <aragan.arjund.aryts@gmail.com>, joemon ct <joemonct04@gmail.com>, aishwaryanandakumar99@gmail.com, alan david <alandavidjoseph@gmail.com>, angeleliyajoy31@gmail.com, aparna.koyari@gmail.com, athirasudheer4@gmail.com, saranyasarathp@gmail.com, supriyababu16@gmail.com, varunanil17@gmail.com, Abhijith Vijayan <vijayanabhijith4@gmail.com>, Ajil Jaison <ajiljaison64@gmail.com>, Ameena Azad <ameena7736azad@gmail.com>, anupatsebastian@gmail.com, Ardra Nair <ardra.soupamika@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, ashikb848@gmail.com, dheeshnamd4u@gmail.com, Gayathri V <gayathrivalsaraj27@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Jiso Jose <jisose6@gmail.com>, Kavitha K K <kavithavanchoorakalam@gmail.com>, Malavika K Nair <malavika.knair@gmail.com>, maneesh krishna <maneeshappus@gmail.com>, Mariya Raphael <marjith347@gmail.com>, Meera C Anil <meeracaniil.444@gmail.com>, jamesmilna22@gmail.com, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerjeevee@gmail.com, nealvinod7@gmail.com, Neethu Sunil <neethusunil488@gmail.com>, nimishamanoj033@gmail.com, nivedyap1999@gmail.com, PARVATHI JOSH Y <parvathijoshi09@gmail.com>, rahulkr390@gmail.com, Kannan TH <kannanth97@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, rizwanayamin00@gmail.com, robin abraham <abraham28rob@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, Roshan Prasad <roshanp60@gmail.com>, Saranya Mukundan <saranyasaaru99@gmail.com>, Sarath Aravind <asarath36@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, snehanambiar7120@gmail.com, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, anzam.suhail4321@gmail.com, swathy harish <Swathyharish.5@gmail.com>, Varun S nair <varunsnair99@gmail.com>, Vikhresh Krishna <vikhreshkrishna@gmail.com>, Vinay Stephen <Vinaystephen1@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>, Vishnu Prasad <vishnu787vp@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, agathaaji99@gmail.com, varmaaishwarya3@gmail.com, dO Or DiE <amalpod1999@gmail.com>, Amal Ashwin <amalposeidon@gmail.com>, ANAGHA SUJITH <anagha16sujith@gmail.com>, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, aravindittekot@gmail.com, Ardra Anil <ardraanil@gmail.com>, aswathy_gp@ieee.org, dennycjose@gmail.com, fathimathul kibthiya <fathimathulkibthiya@gmail.com>, geetikagopinath99@gmail.com, gokulmdas99@gmail.com, gopikaareilgm@gmail.com, Honey Manoj <honeymanoj76@gmail.com>, janetjobyc@gmail.com, krishnaganesh1417@gmail.com, krishnapriyajayakumar1@gmail.com, Vishnupriya Sajeevkumar <vpriyasajeevkumar@gmail.com>, Sarath Sajan <sarathsajan1998@gmail.com>, lakshmisree2244@gmail.com, tejas cj <tejascj99@gmail.com>, vishnukm147@gmail.com, abishek jose <abishekjose1@gmail.com>, unnimayamru@gmail.com, anna christintha <christinthaanna06@gmail.com>, bharath kr <bharathkadungoth@gmail.com>, Elvin George <elvinthekkanath@gmail.com>, iamgokulgnadh@gmail.com, Harikrishnan Veluthattu <harikrishnanveluthattu@gmail.com>, jayesh mohan <jayeshmohan0@gmail.com>, josephbabum1999@gmail.com, manulaby1999@gmail.com, mohammedawaz22@gmail.com, nakashfz19@gmail.com,

rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, Shoj Johnson <shojjohnson18@gmail.com>, tritinthomas@gmail.com, Vishnu Unnikrishnan <vishnuablr2@gmail.com>, Abdul basith basith <basithabdulbasith275072@gmail.com>, adwaitkaravettakudy999@gmail.com, Akkshay Saji <Akkshay12@gmail.com>, akshayrko.j@gmail.com, albi george <albigeorge2012@gmail.com>, allenissac08@gmail.com, amal revi <amalrevi37@gmail.com>, Anandhukrishna Op <anandhu2724@gmail.com>, Anand Sivan <anandsivan1999@gmail.com>, anantha111noir@gmail.com, Aravind S <aravindnbsuresh@gmail.com>, Ashwin B <ashwinbvishnu@gmail.com>, Aswathy Sairam <ashwathy0124@gmail.com>, aswinbmohan7@gmail.com, Freak Bro <aswinshaj@gmail.com>, avinshvilasan1@gmail.com, BERTON SIMON <1234berton@gmail.com>, Febin C Jose <febinjosec98@gmail.com>, Gokul suresh <gokulsuresh4006@gmail.com>, Gopika Ganga Nair <gopikaganganair@gmail.com>, jishnumuralisiva@gmail.com, kiranj90611@gmail.com, Kurian Paul <Kurianpaulp007@gmail.com>, Mahesh Nair <maheshnair2311@gmail.com>, Manu Krishna <manusdk22@gmail.com>, mohammedsharookbn@gmail.com, Nadeem Ahmed <vanadeem@gmail.com>, navneethkrishnakumar25@gmail.com, Sabari Vishnu P <sabarivishnu99@gmail.com>, "Raghav R.Nair" <raghavrnaier831@gmail.com>, Ragin krishna <raginkrishna59@gmail.com>, rahulrj7000@gmail.com, Rahul Sanjay <rahulsanjay520003@gmail.com>, Ram Kumar <ram65764@gmail.com>, risvanp11@gmail.com, sarangknp@gmail.com, shahistha1999@gmail.com, Sravan Vinod K <sravanvinodk111@gmail.com>, sreeharsh28012000@gmail.com, togin tom <togintom18@gmail.com>, varun b <varunbalan99@gmail.com>, Vishnu Vijay <vishnuv044@gmail.com>

Dear Students,

Heartiest congrats to all the five selected students.

Regards,

Sujitha Vinod

Secretary Placement Cell

SCMS School of Engineering and Technology

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, Jan 19, 2021 at 9:10 AM

To: Varun Menon G <varunmenon@scmsgroup.org>

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

From: **Byjus Campus** <campus@byjus.com>

Date: Tue, Jan 19, 2021 at 6:03 AM

[Quoted text hidden]

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

SCMS Campus Placement - 2021

5 messages

SSET <sset@scmsgroup.org>

Mon, Jan 11, 2021 at 1:36 PM

To: Nayana Menon <Nayana.Menon@redblacksoftware.com>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Dear Nayana,

Thanks once again for the interest shown for the recruitment of our 2021 batch too.

Majority of our students prefer the virtual drive to be conducted by your esteemed organization. As per our discussion, attached herewith the list of 122 candidates for the same.

1. SCMS School of Engineering and Technology: 92 B.Tech candidates
2. SCMS School of Technology and Management: 30 MCA candidates

Kindly intimate further details of the process.

Best Regards,

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Head - Computer Science and Engineering

Corporate Relations and International Collaborations -i/c

SCMS School of Engineering and Technology

Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

**SSET-Redblack Software 21.xls**

62K

Nayana Menon <Nayana.Menon@redblacksoftware.com>

Tue, Jan 12, 2021 at 3:34 PM

To: SSET <sset@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

Hi Varun,

Thank you for the list.

Following are the positions we have.

We would like to have all candidates rank the order of preference as 1, 2, 3 and also Nil if not preferred in this sheet.

We would try to accommodate the same in selection procedure.

1. Associate software Developer
2. Associate Test Automation Engineer
3. Associate Quality Assurance Engineer

We would like to conduct the test on this Monday / Tuesday, We would be doing a webinar before the test. So this would take 2-3 hours in total.

Nayana Menon

Senior People Manager

M: +91-9744623900



REDBLACK Noel Focus, 7th Floor, AB1 Division

Seaport-Airport Road, Chittethukara

Kakkanad, Kochi – 682 037

P: +91-9605623900

www.redblacksoftware.com

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[Quoted text hidden]



image001.jpg
8K

REDBLACK

SSET <sset@scmsgroup.org>

To: Nayana Menon <Nayana.Menon@redblacksoftware.com>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Thu, Jan 14, 2021 at 1:36 PM

Dear Nayana,

Thanks for the mail and as per the same, attached herewith the preference order provided by candidates for your kind reference.

1. SCMS School of Engineering and Technology: 91 B.Tech candidates
2. SCMS School of Technology and Management: 29 MCA candidates

Kindly intimate further details of the process.

Best Regards,

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Head - Computer Science and Engineering

Corporate Relations and International Collaborations -i/c

SCMS School of Engineering and Technology

Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



SSET-Redblack Software 21 - Selection Preference.xls

58K

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[Quoted text hidden]



image001.jpg
8K

REDBLACK

SSET <sset@scmsgroup.org>
To: Nayana Menon <Nayana.Menon@redblacksoftware.com>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Sat, Jan 30, 2021 at 5:51 PM

Dear Madam,

Please find the attached interview scheduled for our **six students today, 1st Feb 2021 during the 3 to 5 pm session.**

Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering

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[Quoted text hidden]

 **SSET-6 cand-Redblack Software 21 - 1 Feb 2021.xls**
30K

sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Sun, Sep 19, 2021 at 4:12 PM


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

From: **SSET** <sset@scmsgroup.org>
Date: Friday, January 29, 2021
Subject: SCMS campus hire 2021-CV of our six candidates
To: Nayana Menon <Nayana.Menon@redblacksoftware.com>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

7 attachments

 **SSET-6 candidates-Redblack Software 21 - 29 Jan 2021.xls**
29K

 **Jyothish.pdf**
265K



JISO JOSE-CS-RESUME.pdf
552K



MALAVIKA K NAIR-CS-RESUME.pdf
101K



VARUN S NAIR-CS-RESUME.pdf
41K



VISHNURAJ K R -CS-RESUME.pdf
117K



RAHUL K R-CS-RESUME.pdf
162K



Kochi, 03 February 2021

Jiso Jose
Malayil House, CRA-155
Near Nass Auditorium
Angamaly, Ernakulam-683572

Dear Mr. Jiso,

RedBlack Software Pvt. Ltd. is pleased to offer you the position of **Associate Quality Assurance Engineer**.

You will be paid a salary of **Rs. 31,666 (Rupees Thirty-one Thousand Six Hundred Sixty-Six only)** per month, which is equivalent to **Rs. 3,80,000/- (Rupees Three Lakh Eighty Thousand Only)** on an annual basis and subject to deductions for taxes. RedBlack has a 5-day workweek. We provide health insurance to all our employees.

Please note that this is a formal job offer; the company will issue a regular appointment letter on your joining us. There will not be any probation period. As we discussed, we look forward to your joining on or before **01 July 2021**.

We look forward to welcoming you at our company and are confident that you will play a key role in the success of our firm.

This offer letter is valid until **Friday, 05 February 2021**. Please let us know your decision via email. Kindly note that the offer and appointment is subject to the completion of a background check and other verifications as required by the company, which may be conducted prior or within one month after your joining.

For RedBlack Software Pvt. Ltd.



Nayana S Menon
Senior People Manager

REDBLACK SOFTWARE PVT.LTD.

Noel Focus, 7th Floor, AB1 Division, Seaport-Airport Road,
Chittethukara, Kakkanad, Kochi - 682 037
Ph: 0484-2427900, M: 9605623900

Web: www.redblacksoftware.com

CTC Breakup 2020-21			
Name		Jiso Jose	
Designation		Associate Quality Assurance Engineer	
CTC	Annual	Monthly	
	₹ 3,80,000.00	₹ 31,666.67	
CTC Break up 2020-21			
	Particulars	Monthly	Annually
I. Details		<u>Amt in INR</u>	<u>Amt in INR</u>
1	Basic	₹ 9,500.00	₹ 1,14,000.00
2	HRA	₹ 3,800.00	₹ 45,600.00
3	Conveyance	₹ 2,000.00	₹ 24,000.00
4	Medical Allowance	₹ 1,250.00	₹ 15,000.00
5	Leave Travel Allowance	₹ 791.67	₹ 9,500.00
6	Other Allowances	₹ 1,000.00	₹ 12,000.00
7	Mobile and Internet Allowances	₹ 2,000.00	₹ 24,000.00
8	Special Allowance	₹ 5,725.00	₹ 68,700.00
(A)	Sub Total	₹ 26,066.67	₹ 3,12,800.00
1	Food Plus Card	₹ 2,000.00	₹ 24,000.00
2	PF Employers Contribution	₹ 1,800.00	₹ 21,600.00
3	PF Employee Contribution	₹ 1,800.00	₹ 21,600.00
(B)	Total	₹ 31,666.67	₹ 3,80,000.00

Note: RedBlack reserves the right to revise the salary breakup subject to the changes in company policies and tax laws.



Kochi, 03 February 2021

Jyothish A
Kandathiparambil House
Vaduthala
Ernakulam, Kerala
Pin- 682023

Dear Mr. Jyothish,

RedBlack Software Pvt. Ltd. is pleased to offer you the position of **Associate Test Automation Engineer**.

You will be paid a salary of **Rs. 32,500 (Rupees Thirty-two Thousand Five Hundred only)** per month, which is equivalent to **Rs. 3,90,000/- (Rupees Three Lakh Ninety Thousand Only)** on an annual basis and subject to deductions for taxes. RedBlack has a 5-day workweek. We provide health insurance to all our employees.

Please note that this is a formal job offer; the company will issue a regular appointment letter on your joining us. There will not be any probation period. As we discussed, we look forward to your joining on or before **01 July 2021**.

We look forward to welcoming you at our company and are confident that you will play a key role in the success of our firm.

This offer letter is valid until **Friday, 05 February 2021**. Please let us know your decision via email. Kindly note that the offer and appointment is subject to the completion of a background check and other verifications as required by the company, which may be conducted prior or within one month after your joining.

For RedBlack Software Pvt. Ltd.

Nayana S Menon
Senior People Manager

REDBLACK SOFTWARE PVT.LTD.

Noel Focus, 7th Floor, AB1 Division, Seaport-Airport Road,
Chittethukara, Kakkanad, Kochi - 682 037
Ph: 0484-2427900, M: 9605623900

Web: www.redblacksoftware.com

CTC Breakup 2020-21			
Name		Jyothish A	
Designation		Associate Test Automation Engineer	
CTC	Annual	Monthly	
	₹ 3,90,000.00	₹ 32,500.00	
CTC Break up 2020-21			
	Particulars	Monthly	Annually
I.		<u>Amt in INR</u>	<u>Amt in INR</u>
Details:			
1	Basic	₹ 9,750.00	₹ 1,17,000.00
2	HRA	₹ 3,900.00	₹ 46,800.00
3	Conveyance	₹ 2,000.00	₹ 24,000.00
4	Medical Allowance	₹ 1,250.00	₹ 15,000.00
5	Leave Travel Allowance	₹ 812.50	₹ 9,750.00
6	Other Allowances	₹ 1,000.00	₹ 12,000.00
7	Mobile and Internet Allowances	₹ 2,000.00	₹ 24,000.00
8	Special Allowance	₹ 6,187.50	₹ 74,250.00
(A)	Sub Total	₹ 26,900.00	₹ 3,22,800.00
1	Food Plus Card	₹ 2,000.00	₹ 24,000.00
2	PF Employers Contribution	₹ 1,800.00	₹ 21,600.00
3	PF Employee Contribution	₹ 1,800.00	₹ 21,600.00
(B)	Total	₹ 32,500.00	₹ 3,90,000.00

Note: RedBlack reserves the right to revise the salary breakup subject to the changes in company policies and tax laws.



REDBLACK

Kochi, 21 January 2021

Kavitha K K
Vanchoorakalam(H)
Karimba(P.O)
Palakkad

Dear Ms. Kavitha,

RedBlack Software Pvt. Ltd. is pleased to offer you the position of **Associate Software Engineer**.

You will be paid a salary of **Rs. 33,333 (Rupees Thirty-three Thousand Three Hundred and Thirty-Three only)** per month, which is equivalent to **Rs. 4,00,000/- (Rupees Four Lakh Only)** on an annual basis and subject to deductions for taxes. RedBlack has a 5-day workweek. We provide health insurance to all our employees.

Please note that this is a formal job offer; the company will issue a regular appointment letter on your joining us. There will not be any probation period. As we discussed, we look forward to your joining on or before **01 July 2021**.

We look forward to welcoming you at our company and are confident that you will play a key role in the success of our firm.

This offer letter is valid until **Friday, 22 January 2021**. Please let us know your decision via email. Kindly note that the offer and appointment is subject to the completion of a background check and other verifications as required by the company, which may be conducted prior or within one month after your joining.

For RedBlack Software Pvt. Ltd.

Nayana S Menon
Senior People Manager

REDBLACK SOFTWARE PVT. LTD.

Noel Focus, 7th Floor, AB1 Division, Seaport-Airport Road,
Chittethukara, Kakkanad, Kochi - 682 037
Ph: 0484-2427900, M: 9605623900

Web: www.redblacksoftware.com

CTC Breakup 2020-21			
Name		Kavitha K K	
Designation		Associate Software Engineer	
CTC	Annual	Monthly	
	₹ 4,00,000.00	₹ 33,333.33	
CTC Break up 2020-21			
	Particulars	Monthly	Annually
I. Details		<u>Amt in INR</u>	<u>Amt in INR</u>
1	Basic	₹ 10,000.00	₹ 1,20,000.00
2	HRA	₹ 4,000.00	₹ 48,000.00
3	Conveyance	₹ 2,000.00	₹ 24,000.00
4	Medical Allowance	₹ 1,250.00	₹ 15,000.00
5	Leave Travel Allowance	₹ 833.33	₹ 10,000.00
6	Other Allowances	₹ 1,000.00	₹ 12,000.00
7	Mobile and Internet Allowances	₹ 2,000.00	₹ 24,000.00
8	Special Allowance	₹ 6,650.00	₹ 79,800.00
(A)	Sub Total	₹ 27,733.33	₹ 3,32,800.00
1	Food Plus Card	₹ 2,000.00	₹ 24,000.00
2	PF Employers Contribution	₹ 1,800.00	₹ 21,600.00
3	PF Employee Contribution	₹ 1,800.00	₹ 21,600.00
(B)	Total	₹ 33,333.33	₹ 4,00,000.00

Note: RedBlack reserves the right to revise the salary breakup subject to the changes in company policies and tax laws.



sset last name <sset@scmsgroup.org>

Exciting news about the Campus recruitment process- Experion Technologies

1 message

Anna Jude <anna.jude@experionglobal.com>
To: SSET <sset@scmsgroup.org>

Wed, Dec 9, 2020 at 7:15 PM

Dear Sir,

Following up on my last email to you, I am excited to announce that it is finally time to reveal to you our brand-new plan for the batch of 2021!

We have two exciting news for your students:

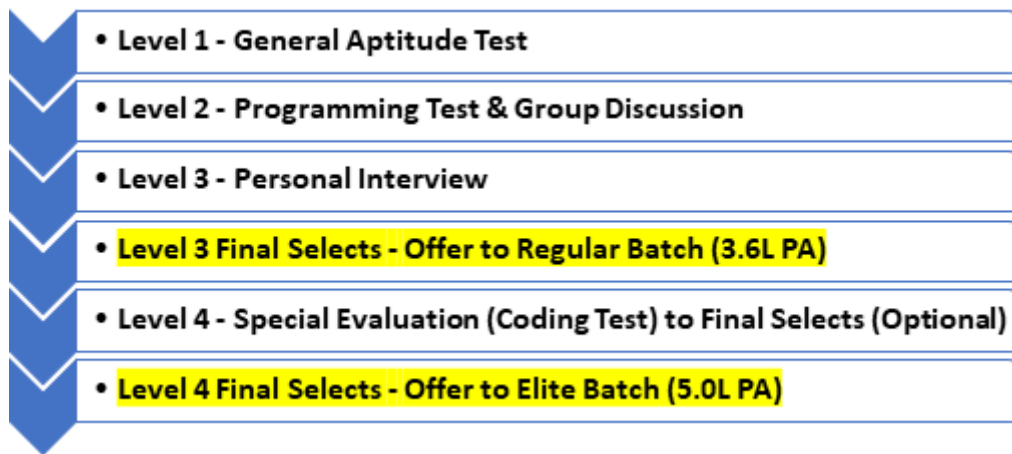
1. Removing the Mandatory Service Commitment Agreement for 2 years

We have decided to **revoke** the mandatory Service Commitment Agreement(bond) for 2 years that existed for the Fresh Campus recruits from colleges with effect from the 2020 batch. So, the upcoming batches shall not have this condition on joining Experion.

2. Announcing 'Elite' Batch

All of us know that colleges produce varying levels of talent - while everyone has the potential to be good, there are a select few who are exceptional, and we want to ensure that exceptional talent does not slip away from our talent pool. And so, from this year on, we are thrilled to inform you that we will be hiring not one, but **two batches of students** from your college. The **Regular Batch** will join at our standard CTC of **INR 360,000 per annum** and has the same benefits and perks as all other new joiners. The second batch, one that will have the most exceptional talent we find, which we will term **Elite Batch**, will have a higher CTC of **INR 500,000 per annum** and a fast-tracked training program and subsequent project allocation. We intend to conduct campus interviews as usual and will follow it up with a Special Evaluation Test to mark the difference in the selected candidates. Those that can crack our Special Evaluation Test will automatically find themselves in the Elite batch, with all its additional perks.

Here is a nutshell of the selection process to our Regular and Elite Batches:



As informed earlier, the **Experion Virtual Campus Selection process** shall be conducted on **Tuesday, 15th December**.

We request you to circulate this news among your student community and send the additional list latest by 6:00pm tomorrow(10th December) in case more students are interested to participate in the Experion Selection process for the 2021 batch! The student list template is attached herewith.

Thanks & Regards,

Anna Jude | Junior Executive - HR | Experion Technologies | www.experionglobal.com

Tel : +91 9895592712

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Experion Drive_Student List (5).xlsx

74K



18th February 2021

Conditional Offer Letter

Jiya Benny

Elamkulam House

Kandanad P.O, Thiruvankulam,

Ernakulam Dist Pin-682305

Dear Jiya,

Further to the selection process you had with us, we are pleased to offer you an exciting career with Experion Technologies (India) Pvt. Ltd.

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your university examinations and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of online training to undergo before your formal training period which will help you to perform during the training period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

The general terms and conditions of the **Employment Offer** are as follows:

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade **A1**.
2. Your remuneration on joining Experion shall be **INR 360,000/-** (Rupees Three Lakhs and Sixty Thousand only) per annum cost to the company.
3. You are eligible for attending the next level selection process for being part of Experion Elite batch, which is optional for you. Your remuneration on joining Experion Elite batch

Experion Technologies (India) Pvt. Ltd.
407, 4th Floor, Thejaswini, Technopark
Trivandrum - 695 581, Kerala
www.experionglobal.com

T: +91 471 3047317
F: +91 471 3047314
hr@experionglobal.com
CIN: U72200KL2006PTC019336



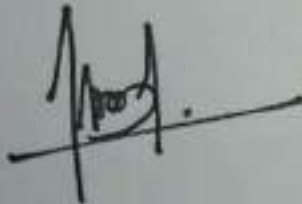
shall be INR 500,000/- (Rupees Five Lakhs only) per annum cost to the company. The regular Employment Letter is valid in case you do not qualify the selection process for the Elite batch.

4. Your job location shall be either at our Thiruvananthapuram (Technopark) or Kochi (Infopark) office based on our project requirements at the time of joining the Company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

We welcome you to build an exciting career with Experion!

For Experion Technologies (I) Pvt. Ltd.,



Jijo Joseph
AGM – Human Resources

I, Jiya Benny acknowledge that I have read, understood and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.



Signature

22/02/2021

Date



18th February 2021

Conditional Offer Letter

Jyothish A
Kandathiparambil House,
Kotheri Road, Vaduthala,
Emakulam, Kerala 682023

Dear Jyothish,

Further to the selection process you had with us, we are pleased to offer you an exciting career with Experion Technologies (India) Pvt. Ltd.

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your university examinations and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of online training to undergo before your formal training period which will help you to perform during the training period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

The general terms and conditions of the **Employment Offer** are as follows:

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade **A1**.
2. Your remuneration on joining Experion shall be **INR 350,000/-** (Rupees Three Lakhs and Sixty Thousand only) per annum cost to the company.
3. You are eligible for attending the next level selection process for being part of Experion Elite batch, which is optional for you. Your remuneration on joining Experion Elite batch shall be **INR 500,000/-** (Rupees Five Lakhs only) per annum cost to the company. The regular Employment Letter is valid in case you do not qualify the selection process for the Elite batch.



4. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

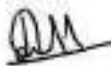
We welcome you to build an exciting career with Experion!

For **Experion Technologies (I) Pvt. Ltd.,**



Jijo Joseph
AGM – Human Resources

I, Jyothish . A, acknowledge that I have read, understood and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.



Signature

19 - 02 - 2021

Date

18th February 2021

Conditional Offer Letter

Malavika K Nair
Kannamkumarath(H),
Tagore School Road, MG Kavu(P.O),
680581, Thiroor, Thrissur

Dear Malavika,

Further to the selection process you had with us, we are pleased to offer you an exciting career with Experion Technologies (India) Pvt. Ltd.

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your university examinations and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of online training to undergo before your formal training period which will help you to perform during the training period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

The general terms and conditions of the **Employment Offer** are as follows:

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade A1.
2. Your remuneration on joining Experion shall be **INR 360,000/-** (Rupees Three Lakhs and Sixty Thousand only) per annum cost to the company
3. You are eligible for attending the next level selection process for being part of Experion Elite batch, which is optional for you. Your remuneration on joining Experion Elite batch

shall be **INR 500,000/-** (Rupees Five Lakhs only) per annum cost to the company. The regular Employment Letter is valid in case you do not qualify the selection process for the Elite batch.

4. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

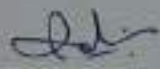
We welcome you to build an exciting career with Experion!

For Experion Technologies (I) Pvt. Ltd.,



Jijo Joseph
AGM – Human Resources

I, Malavika K. Nair, acknowledge that I have read, understood and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.


Signature

22-02-2021
Date

18th February 2021

Conditional Offer Letter

Rithwik S Menon
Seeethavilla,
Opp Ramankulagara Temple,
Velliyathamparambu, Nayarambalam,
Cochin-682509

Dear Rithwik

Further to the selection process you had with us, we are pleased to offer you an exciting career with Experion Technologies (India) Pvt. Ltd.

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your university examinations and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of online training to undergo before your formal training period which will help you to perform during the training period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

The general terms and conditions of the **Employment Offer** are as follows:

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade **A1**.
2. Your remuneration on joining Experion shall be **INR 360,000/-** (Rupees Three Lakhs and Sixty Thousand only) per annum cost to the company.
3. You are eligible for attending the next level selection process for being part of Experion Elite batch, which is optional for you. Your remuneration on joining Experion Elite batch shall be **INR 500,000/-** (Rupees Five Lakhs only) per annum cost to the company. The

regular Employment Letter is valid in case you do not qualify the selection process for the Elite batch.

4. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

We welcome you to build an exciting career with Experion!

For Experion Technologies (I) Pvt. Ltd.,



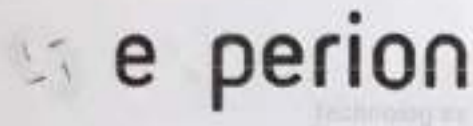
Jijo Joseph

AGM – Human Resources

I, **Prithwik S. Menon**, acknowledge that I have read, understood and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.


Signature

22-02-2021
Date



18th February 2021

Conditional Offer Letter

Shallet Mary T Eldho
Thandekkadan house,
Paduvapuram P.O.
Edakkunnu, Angamaly, Ernakulam 683576

Dear Shallet,

Further to the selection process you had with us, we are pleased to offer you an exciting career with Experion Technologies (India) Pvt. Ltd.

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your university examinations and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of online training to undergo before your formal training period which will help you to perform during the training period.

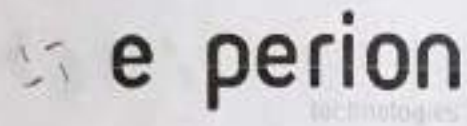
Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

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1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade **A1**.
2. Your remuneration on joining Experion shall be **INR 360,000/-** (Rupees Three Lakhs and Sixty Thousand only) per annum cost to the company.
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Experion Technologies (India) Pvt. Ltd.
407, 4th Floor, Thejaswini, Technopark
Trivandrum - 695 581, Kerala
www.experionglobal.com

T: +91 471 3047317
F: +91 471 3047314
hr@experionglobal.com
CIN: U72200KL2006PTC019336



4. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

We welcome you to build an exciting career with Experion!

For Experion Technologies (I) Pvt. Ltd.,

Jijo Joseph
AGM – Human Resources

I, SHALLET MARY T ELDHO, acknowledge that I have read, understood and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.

Signature

21-02-21
Date

Experion Technologies (India) Pvt. Ltd.
407, 4th Floor, Thejaswini Technopark
Trivandrum - 695 581, Kerala
www.experionglobal.com

T: +91 471 3047317
F: +91 471 3047314
hr@experionglobal.com
CIN: U72200KL2006PTC019336



18th February 2021

Conditional Offer Letter

Swathy Harish
3/222, Sree Krishna
Lakshminarayana puram, C.N puram(post)
Palakkad, 678005

Dear Swathy,

Further to the selection process you had with us, we are pleased to offer you an exciting career with Experion Technologies (India) Pvt. Ltd.

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your university examinations and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of online training to undergo before your formal training period which will help you to perform during the training period.

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4. Your job location shall be either at our Thiruvananthapuram (Technopark) or Kochi (Infopark) office based on our project requirements at the time of joining the Company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

We welcome you to build an exciting career with Experion!

For Experion Technologies (I) Pvt. Ltd.,



Jijo Joseph
AGM – Human Resources

I, SWATHY HARISH, acknowledge that I have read, understood and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.



Signature

23-02-2021
Date



18th February 2021

Conditional Offer Letter

Mariya Raphael
Vadakkumchery House,
Melloor P.O.,
Thrissur, Kerala

Dear Mariya,

Further to the selection process you had with us, we are pleased to offer you an exciting career with Experion Technologies (India) Pvt. Ltd.

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your university examinations and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of online training to undergo before your formal training period which will help you to perform during the training period.

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2. Your remuneration on joining Experion shall be **INR 360,000/-** (Rupees Three Lakhs and Sixty Thousand only) per annum cost to the company.



3. You are eligible for attending the next level selection process for being part of Experion Elite batch, which is optional for you. Your remuneration on joining Experion Elite batch shall be INR 500,000/- (Rupees Five Lakhs only) per annum cost to the company. The regular Employment Letter is valid in case you do not qualify the selection process for the Elite batch.
4. Your job location shall be either at our Thiruvananthapuram (Technopark) or Kochi (Infopark) office based on our project requirements at the time of joining the Company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

We welcome you to build an exciting career with Experion!

For Experion Technologies (I) Pvt. Ltd.,



Jijo Joseph
AGM – Human Resources

I, MARIYA RAPHEL, acknowledge that I have read, understood and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.



22/02/2021



sset last name <sset@scmsgroup.org>

QuEST Global - Final Selects - SCMS - LOI's

4 messages

Rohitha Reddy <Rohitha.Reddy@quest-global.com>

Wed, Feb 17, 2021 at 5:00 PM

To: SSET <sset@scmsgroup.org>, Rukhiya Ashraff <Rukhiya.Ashraff@quest-global.com>

Cc: Guruprasad N <Guruprasad.N@quest-global.com>, Varun Menon G <varunmenon@scmsgroup.org>, Rukhiya Ashraff <Rukhiya.Ashraff@quest-global.com>

Dear Placement Officer,

Greetings from **University Relations Team**, QuEST Global!!Attached, LOI's for all the selected **12** students.Kindly share the dully signed scanned LOI's by students from your end here on or before **18th February, 2021**.**Also, please fill and share the details of all the selected students in the attached sheet – “Selected Candidate data sheet”.**

Regards,

P.Rohitha Reddy**HR - University Relations Team****QuEST Global**

Building 7B

Embassy Tech Village

Bellandur, Varthur Hobli

Bangalore, Karnataka - 560 103

E: rohitha.reddy@quest-global.com

W: <http://www.quest-global.com>

From: SSET <sset@scmsgroup.org>**Sent:** Monday, February 15, 2021 10:41 AM**To:** Rohitha Reddy <Rohitha.Reddy@quest-global.com>; Rukhiya Ashraff <Rukhiya.Ashraff@quest-global.com>**Cc:** Guruprasad N <Guruprasad.N@quest-global.com>; Varun Menon G <varunmenon@scmsgroup.org>**Subject:** Thanks for the drive and request for feedback: QuEST Global - Final Selects - SCMS

[CAUTION-EXTERNAL EMAIL]: This email originated outside of QuEST-Global. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Sir/Madam,

On behalf of the management, principal, staff and students I thank you and your esteemed organization for conducting virtual drive for our 2021 batch students, during this pandemic period too. We expect continuous interaction and support between our institution and your esteemed organization.

All the selected 12 students have mailed their confirmation and hope the offer letter will be issued accordingly. It would be of great help if you could spare a few minutes to give us feedback on the performance of our students during the selection process in the attached format to sset@scmsgroup.org. This is required for our NBA and NAAC accreditation process.

Please contact us for any further requirements.

With warm regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker

Head of the Department - Computer Science and Engineering

Corporate Relations and International Collaborations -i/c

SCMS School of Engineering and Technology

Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

On Sat, Feb 13, 2021 at 9:39 AM Dr. Varun G Menon <varunmenon@scmsgroup.org> wrote:

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

From: **Rohitha Reddy** <Rohitha.Reddy@quest-global.com>

Date: Thu, Feb 11, 2021, 8:56 AM

Subject: QuEST Global - Final Selects - SCMS

To: sset@scmsgroup.org <sset@scmsgroup.org>, varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Cc: Guruprasad N <Guruprasad.N@quest-global.com>, Rukhiya Ashraff <Rukhiya.Ashraff@quest-global.com>

Dear **Placement Officer**,

Greetings from **University Relations Team**, QuEST Global!!

Congratulating the below mentioned campus selects from the recruitment process held:-

Request to block the selected candidates and refrain from sitting for other drives.

Kindly share the confirmation to us at the earliest. LOI's to be shared soon after receiving the confirmation

Name	Branch	College Name
Ameena Azad	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET

Gokul Das M	ECE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Gopika Manoj	ECE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Malavika K Nair	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Mariya Raphel	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Parvathi P J	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Sarath Sajan	ECE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Shravan Manoj	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Sona Peter	ECE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Sumayya Suhail	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Hisana T Y	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Jiya Benny	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET

Regards,

P.Rohitha Reddy

HR - University Relations Team

QuEST Global

Building 7B

Embassy Tech Village

Bellandur, Varthur Hobli


Bangalore, Karnataka - 560 103

E: rohitha.reddy@quest-global.com

W: <http://www.quest-global.com>

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13 attachments

 **Ameena Azad.pdf**
381K

 **Gokul Das M.pdf**

381K

 **Gopika Manoj.pdf**
381K **Malavika K Nair.pdf**
381K **Mariya Raphel.pdf**
381K **Parvathi P J.pdf**
381K **Sarath Sajan.pdf**
381K **Shravan Manoj.pdf**
381K **Sona Peter.pdf**
381K **Sumayya Suhail.pdf**
381K **Hisana T Y.pdf**
381K **Jiya Benny .pdf**
381K **Selected Candidate data sheet.xlsx**
10K

SSET <sset@scmsgroup.org>

Wed, Feb 17, 2021 at 5:32 PM

To: JIYA BENNY <jiyabenny1999@gmail.com>, Hisana Khalid <pinky.96k@gmail.com>, Ameena Azad <ameena7736azad@gmail.com>, gokul das <gokulmdas99@gmail.com>, Gopika Manoj <gopikaarelilgm@gmail.com>, Malavika K Nair <malavika.knair@gmail.com>, Mariya Raphel <marjith347@gmail.com>, PARVATHI JOSHLY <parvathijoshi09@gmail.com>, Sarath Sajan <sarathsajan1998@gmail.com>, Shravan Manoj <shravanmanoj911@gmail.com>, SONA PETER <sonachikku2000@gmail.com>, Sumayya Suhail <anzam.suhail4321@gmail.com>

Dear Students,

Greetings from **University Relations Team**, QuEST Global!!Attached, LOI's for all the selected **12** students.Kindly share the dully signed scanned LOI's by students and mail the same to sset@scmsgroup.org from your end here on or before **18th February, 2021, 2 pm.**

Also, please fill and share the details of all the selected students in the attached sheet – “Selected Candidate data sheet” to sset@scmsgroup.org as per the above deadline.

Regards,

Dr. Varun G Menon

13 attachments **Ameena Azad.pdf**
381K **Gokul Das M.pdf**
381K **Gopika Manoj.pdf**
381K **Malavika K Nair.pdf**
381K **Mariya Raphel.pdf**

Intent to offer Employment

Dear Hisana T Y,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

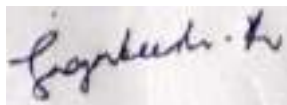
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	0	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/Ex.GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

****Total Variable Pay** includes components aligned to QuEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.

*****Shift Allowance** will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in shifts and not during the training period. In case of any changes, it will be governed by the policy.

Your monthly deduction from salary towards Medical Insurance premium would be **INR 625**. This is as per your current Band, the amount will change accordingly in case of Band change.

-Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of **INR 300000**
- Group Personal Accident Insurance cover of **INR 1000000**
- Group Term Life Insurance cover of **INR 1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice

Intent to offer Employment

Dear Shravan Manoj,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

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This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

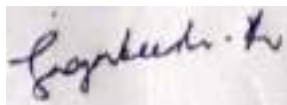
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

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Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	0	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/Ex.GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

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Your monthly deduction from salary towards Medical Insurance premium would be **INR 625**. This is as per your current Band, the amount will change accordingly in case of Band change.

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Intent to offer Employment

Dear Ameena Azad,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

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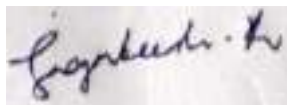
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Intent to offer Employment

Dear Jiya Benny,

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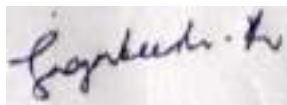
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Jagadish Kadagatti
Deputy Manager - Talent Acquisition

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Intent to offer Employment

Dear Malavika K Nair,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

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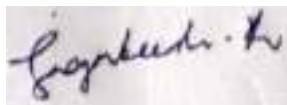
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Intent to offer Employment

Dear Mariya Raphel,

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We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

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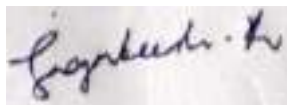
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Intent to offer Employment

Dear Parvathi P J,

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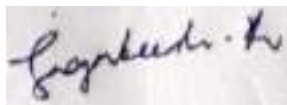
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Dear Sumayya Suhail,

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- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

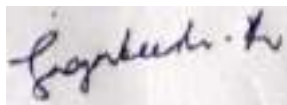
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	0	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/Ex.GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

****Total Variable Pay** includes components aligned to QuEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.

*****Shift Allowance** will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in shifts and not during the training period. In case of any changes, it will be governed by the policy.

Your monthly deduction from salary towards Medical Insurance premium would be **INR 625**. This is as per your current Band, the amount will change accordingly in case of Band change.

-Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of **INR 300000**
- Group Personal Accident Insurance cover of **INR 1000000**
- Group Term Life Insurance cover of **INR 1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice



sset last name <sset@scmsgroup.org>

Mindtree Off campus Drive for 2021 passouts Circuit Branches Only

17 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, May 21, 2021 at 8:43 AM

Dear student,

Please **Register** for **Mindtree** Off campus Drive for **2021 passouts circuit branches** only
<https://www.mindtree.com/careers/campus-careers>

All the best

--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier

Series Editor - IEEE Transactions on Intelligent Transportation Systems

Series Editor - IEEE Communications Standards Magazine

Technical Editor - Computer Communications Journal, Elsevier

Associate Editor - Alexandria Engineering Journal, Elsevier

Associate Editor - IET Networks

Associate Editor - IET Quantum Communications

Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

Fri, May 21, 2021 at 10:32 AM

To: bijisujith9@gmail.com, soorajchacko7@gmail.com, vijayanabhijith4@gmail.com, agneyaagu77@gmail.com, ahalyabaiju542@gmail.com, ajaysan2017@gmail.com, ajiljaison64@gmail.com, ajserktp@gmail.com, akashmayoogham@gmail.com, akhil.paul@gmail.com, aksharakrajesh7@gmail.com, alentbaburaj145@gmail.com, ajalvin007@gmail.com, ameena7736azad@gmail.com, anaghakj1999@gmail.com, sivaramtj@gmail.com, anirudhsasi60@gmail.com, pkash68@gmail.com, anupatsebastian@gmail.com, johncherian38@yahoo.com, aparnapanand099@gmail.com, ardra.souparnika@gmail.com, arjunsubru@gmail.com, arjunsuresh1999@gmail.com, 01antony.arshik@gmail.com, arundhathiaa@yahoo.in, aashalmariya123@gmail.com, ashby512881@gmail.com, mathewpj005@gmail.com, basheerkoya@hotmail.com, aswinachuammu@gmail.com, aswinremeshch1@gmail.com, devika.99245@gmail.com, dheeshnamd4u@gmail.com, divya13499@gmail.com, veeyaestores@gmail.com, gayathrivalsaraj27@gmail.com, hariharanv72@gmail.com, hrpn.hida@gmail.com, hizanayoonus321@gmail.com, ijazanwar48@gmail.com, jisojose6@gmail.com, jithinnetticadan@hotmail.com, jithu7jesu@gmail.com, jiyabenny1999@gmail.com, joelmathewpaul007@gmail.com, athi.jyothish@gmail.com, kavithavanchoorakalam@gmail.com, adityamnj@gmail.com, kv.r.reghunath@gmail.com, malavika.knair@gmail.com, maneeshappus@gmail.com, manojae98@gmail.com, marjith347@gmail.com, ccanilhighcourt@gmail.com, jamesmilna22@gmail.com, msuhaib010@gmail.com, zaheerceevee@gmail.com, nealvinod71@gmail.com, neethusunil488@gmail.com, leenamanoj68@gmail.com, nivedyakp1999@gmail.com, parvathijoshi09@gmail.com, poojaspisharady@gmail.com, prem.kitchu@gmail.com, rahulkkr390@gmail.com, harisiva66@gmsil.com, rithviksmenon@yahoo.com, rizwanayasmin00@gmail.com, abraham28rob@gmail.com, rohanjthevara@gmail.com, rosemolbiju15@gmail.com, roshanp60@gmail.com, saeedvbasheer@gmail.com, mpsanju123@gmail.com, saranyasaaru99@gmail.com, asarath36@gmail.com, sarathnair30@outlook.com, jsarathkaralmanna@gmail.com, shalletmary1999@gmail.com, shilpasekhar99@gmail.com, shimilkeldose05@gmail.com, shravanmanoj911@gmail.com, simonsaju1@gmail.com, nambiarshashi8@gmail.com, sohanjames33@gmail.com, brsreerajbr@gmail.com, stenbenny02@gmail.com, habisonsmarketing@gmail.com, swathyharish.5@gmail.com, thomasvilangadan98@gmail.com, varunsnair99@gmail.com, vichu.tycoon007@gmail.com, vinaydeo1999@gmail.com, vinaystephen1@gmail.com, vinilvarghesethecr7@gmail.com, Vishnu Gopidas <vishnugopidas12@gmail.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Fri, May 21, 2021 at 10:32 AM

Date:07-Jul-2021

To

AMEENA AZAD
INDIA

Dear AMEENA AZAD,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.


Ameena Azad (Jul 8, 2021 09:48 GMT+5.5)

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

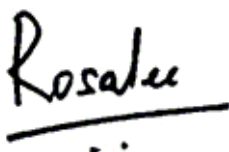
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited



Rosalee M Kombial
Vice President-People Function




Ameena Azad (Jul 8, 2021 09:48 GMT+5.5)

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, AMEENA AZAD, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	 Ameena Azad (Jul 8, 2021 09:48 GMT+5.5)
Your Name in Capital letters	AMEENA AZAD

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : AMEENA AZAD

Salary Grade : C1

Designation : ENGINEER

Stipend : INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Annexure 2

Compensation stack effective from date of confirmation

Name : AMEENA AZAD

Salary Grade : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	352,008
Bonus / Variable Compensation**	48,000
Annual Cost to Company	400,008

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.


Ameena Azad (Jul 8, 2021 09:48 GMT+5.5)



12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted

Signature : 
Ameena Azad (Jul 8, 2021 09:48 GMT+5:30)

Name : Ameena Azad

Date : Jul 8, 2021



sset last name <sset@scmsgroup.org>

Accenture Solutions Hiring Associate Software Engineer (ASE ROLE)

15 messages

Accenture Careers <noreply@freshersworld.com>

Fri, Apr 16, 2021 at 4:55 PM

Reply-To: noreply@freshersworld.com

To: sset@scmsgroup.org

Dear **Candidate**,

This is an official announcement for Accenture drive for 2019/2020 passed out candidates from various colleges through out India. Accenture is Hiring for **Associate Software Engineer (ASE)** and the salary offered will be as per Industry Standards .

About Accenture:

Accenture is a global professional services company with leading capabilities in digital, cloud and security. Combining unmatched experience and specialized skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services?all powered by the world?s largest network of Advanced Technology and Intelligent Operations centers. Our 506,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities.

Visit us at www.accenture.com .

Job description:**Overview**

Join our team that is developing, designing, and maintaining technologies that improve the way our clients and the world works. Working in challenging and dynamic environments, using their versatility to create and support technology solutions that meet client requirements from analysis to implementation

Job Title : Associate Software Engineer (ASE)

What would you do?

As an Associate Software Engineer you would largely be involved in:

- Design, build, test, assemble, support and configure application using business requirements
- Understand business drivers that will impact performance and deliver software to those expectations
- Bake technology trends into solutions; Participate in the development of automation solutions, new functionality and technologies and integrate them in existing solutions
- Responsible for incident resolution and support extended to customers through voice interaction/email/chat/remote support

What we need?

We would love you to have:

- Ability to anticipate and resolve business issues with agility
- Multi-disciplinary and versatile with aptitude to learn and apply new skills faster
- Good analytical and problem-solving skills and proficient in verbal and communication skills
- Deliver code, to time and quality expectations and participate in peer reviews
- Take ownership of the successful implementation of the solution
- Support infrastructure operations and /or manage delivery for IT production system and services
- Flexibility to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Also, the below mentioned will be preferred:

- Basic understanding on ABAP Development on HANA, CDS, AMDP, Performance Analysis
- Experience or knowledge in configuration, customization of Salesforce.com applications
- Knowledge and development experience of .NET ([ASP.NET/ASP.NET MVC](#))

Eligibility :

- BE /B.Tech (All Streams/branches)
- 2019 & 2020 graduates can apply
- An aggregate of 65 percent/6.5 CGPA and no active backlogs at the time of recruitment process and during onboarding
- Maximum one-year gap in education (post 10th standard till completion of graduation)
- 0-1 year of work experience can apply
- Candidates should have certification, academic project experience/ internship, or work experience in the following technologies: **1. ASP. Net 2. SAP ABAP 3. SFDC 4. Others**
- Candidates must be eligible to work in India either by citizenship or have relevant work permit documents
- Candidates who have worked or applied at Accenture before (if any) must disclose the details at the time of application.
- Please note that Bhutan and Nepal nationals can work in India without a need for obtaining a work visa. All other foreign nationals require a work visa or an Overseas Citizenship of India (OCI) or Person of Indian Origin (PIO) card to work in India.

Disclaimer:

Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture ? even if they present themselves as representatives or employees of Accenture ? please send the details to Accenture Business Ethics Line <https://businessethicsline.com/accenture>

Apply Now

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SSET <sset@scmsgroup.org>

Fri, Apr 16, 2021 at 7:58 PM

To: Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Fri, Apr 16, 2021 at 8:01 PM

To: SSET <sset@scmsgroup.org>

Please forward to 2019 and 2020 students.
Ask them to check the eligibility before applying

[Quoted text hidden]

--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
Series Editor - IEEE Communications Standards Magazine
Technical Editor - Computer Communications Journal, Elsevier
Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks

Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

Mon, Apr 19, 2021 at 8:50 AM

To: Aarathy Menon <aarathymenon21@gmail.com>, abhijit arun <abhijitarunklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, adityahari96@gmail.com, Aiswarya K <aiswarya414@gmail.com>, ajaisooryan@yahoo.com, Ajay Paul <a4ajay619@gmail.com>, Ajay Warriar <ajayrwarrior@gmail.com>, akamksha mohandas <akamksha222@gmail.com>, akshay anil <akshayanil36151@gmail.com>, Akshay Anil <akshayanil007@gmail.com>, alen joseph benny <alenjbenny24@gmail.com>, Alina Job <alinajob97@gmail.com>, amal govind <amalgovind46@gmail.com>, ananya asok <ananyasok18@gmail.com>, Anirudh sp <spanirudh007@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Anjitha Baiju <mbanjitha.123@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, aswathink1997@gmail.com, Aswathy Arangath <aswathyarangath49@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, athira menon <menonsathira@gmail.com>, ayisha jalal97 <ayishajalal97@gmail.com>, Ayisha Safrin <ayishasafrin@gmail.com>, chithra poojitha <chithrapoojitha@gmail.com>, Deepak Deeraj <deepak.deeraj97@gmail.com>, Deepthi Sukumaran <deepthyworld@gmail.com>, Dennis Kuruvilla <denniskuruvilla777@gmail.com>, derin.jose01@gmail.com, Dev 01 <devanannd@gmail.com>, Divya S Anand <divyasanand.22@gmail.com>, Donna Spencer <donna.spencer95@gmail.com>, George Martin <grg2312@gmail.com>, godvin poulose <godvinpoulose2@gmail.com>, gokul menon <gokulvmenon1997@gmail.com>, gopikaprakash09@gmail.com, Gopika Raj <raj.gopika97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Harikrishnan Dileep <hari555.hd@gmail.com>, harita.ranjit@yahoo.com, Hawas Musthafa <hawasmusthafa@gmail.com>, "IJAS A.H" <ijas.ah96@gmail.com>, Jebbin Joseph <jebbinj544@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, "Keerthi.s. geet" <keerthi.s.geet@gmail.com>, karthika nair <nairkarthika238@gmail.com>, Malavika Prakash <malavikaparakashkumar@gmail.com>, mariatoffee@yahoo.in, Mikhiya James <mikhiyajames@gmail.com>, pinkstrawberry391 <misna123@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, muneer ms <muneerm11@gmail.com>, Neeraj titus <neerajtitus@gmail.com>, neil diany <neildiny@gmail.com>, Nidhi Rajeev <nidhirajeev2015@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Ranjini P Nair <ranjini888nair@gmail.com>, Razmil Minhaj <razmilminhaj007@gmail.com>, rebecca joshua <rebeccawinfred@gmail.com>, Renjima Rajan <renjimaerajan@gmail.com>, riyavsamuel@gmail.com, ROHIT K F <vividrohith@gmail.com>, Rose Mary Poly <rosemarypoly777@gmail.com>, sachin.puthiyaparamban@gmail.com, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sajna399@gmail.com, Samal Muhammed <samalsunil0@gmail.com>, sarath6306@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, shahsad abdulla <shahsad1995@gmail.com>, sharath_nair@outlook.com, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, Sidhu V <sidharth.v.mtr@gmail.com>, Smitha Sunny <sinnansunny97@gmail.com>, sreedath ps <sreedathps19@gmail.com>, sreelakshmi lachu <sreelakshmilachus271097@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, sudheesh kumar <sudheeshxyril08@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, SWETHA SURENDRAN <swethasurendran02@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, Vishnu Chalil <vishnu080797@gmail.com>, Vishnu Vijayakumar <vishnu7197@gmail.com>, VISMAYA BHASKARAN <vismayabhaskaran97@gmail.com>, vyshnavi Mambrol <achumambrol@gmail.com>, zerene999@gmail.com, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilaambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewvattoly@gmail.com>, amruthaanilkumar24@gmail.com, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Angelina Teresa <angelinateresa79@gmail.com>, anjaly antony <anjalyantony97@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, arjun kajayan <arjunkajayan1997@gmail.com>, Aswathy Mohanan <aswathymohananavg@gmail.com>, BINDU ARAVINDAKSHAN <binduwaranair@gmail.com>, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, Darsana K Chitaranjan <darsanak@gmail.com>, Deepthy anikuttan <deepthyta1234@gmail.com>, Derick davis <derickd20000@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, Famy Hameed <fam.hameed25@gmail.com>, ganesh nair <nairganesh98@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109 <greenarison1109@gmail.com>, HARITHA TP <haritha.tp22@gmail.com>, Harsha Manoj <harshamanoj500@gmail.com>, Harsha Pradeep <hp46985@gmail.com>, Heleena Joy <heleenaj1997@gmail.com>, hridhya97@gmail.com, Jonath Tharian <jonathitype@yahoo.com>, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoeph@gmail.com>, Jyothika S Philip <jyothikasphilip@gmail.com>, kajalsathyan@gmail.com, kavyackadavath@gmail.com, krishnapavizham35@yahoo.com, krishnasudheer006@gmail.com, krishnapriyaprasad20@gmail.com, Krishnendu Rajagopal <sivanjali123456@gmail.com>, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, Manju Davis <manjudavis10@gmail.com>, MARIA THOMAS <mariathomasmaliackal@gmail.com>, mtcv1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapibrahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <saahal395@gmail.com>, Mohitha Thampy <mohithathampy@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, NIMMY JOSE <nimmyjose1997@gmail.com>, nivedita karat <niveditakarath@gmail.com>, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rhirmsh123@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN FRANCIS <sachinfrancis212@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachin s <sachinsureshscms@gmail.com>, sadhiya edappilly <sadhiyaem@gmail.com>, Sandhya Krishnakumar <97sandhya@gmail.com>, Sarath S <sarathsmailbox1997@gmail.com>, ktuecnotes@gmail.com, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekha sajan <shekhasajanek@gmail.com>, shilpa Biju <shilpabiju@yahoo.in>, shilpapprasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, shwetha sam <shwethamary123@gmail.com>, "sidharth raj k.k" <kkidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, surya joseph <suryaj9128@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>

Dear students,

Forwarding an opportunity to apply for Accenture. Please read through every information showcased and only then apply.

Best wishes.

Placement cell.

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

From: **Accenture Careers** <noreply@freshersworld.com>

Date: Fri, Apr 16, 2021 at 4:55 PM

Subject: Accenture Solutions Hiring Associate Software Engineer (ASE ROLE)

To: <sset@scmsgroup.org>

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> n8sor1426129ybp.69 - gsmtpt

Last-Attempt-Date: Wed, 21 Apr 2021 22:26:29 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: Aarathy Menon <aarathymenon21@gmail.com>, abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, adityahari96@gmail.com, Aiswarya K <aiswarya414@gmail.com>, ajaisooran@yahoo.com, Ajay Paul <a4ajay619@gmail.com>, Ajay Warriar <ajaywarriar@gmail.com>, akamksha mohandas <akamksha222@gmail.com>, akshay anil <akshayani136151@gmail.com>, Akshay Anil <akshayani007@gmail.com>, alen joseph benny <alenjbenny24@gmail.com>, Alina Job <alinajob97@gmail.com>, amal govind <amalgovind46@gmail.com>, ananya asok <ananyasok18@gmail.com>, Anirudh sp <spanirudh007@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Anjitha Baiju <mbanjitha.123@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, aswathink1997@gmail.com, Aswathy Arangath <aswathyarangath49@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, athira menon <menonsathira@gmail.com>, ayisha jalal97 <ayishajalal97@gmail.com>, Ayisha Safrin <ayishasafrin@gmail.com>, chithra poojitha <chithrapoojitha@gmail.com>, Deepak Deera <deepak.deera97@gmail.com>, Deepthi Sukumaran <deepthyworld@gmail.com>, Dennis Kuruvilla <denniskuruvilla777@gmail.com>, derin.jose01@gmail.com, Dev 01 <devanannd@gmail.com>, Divya S Anand <divyasanand.22@gmail.com>, Donna Spencer <donna.spencer95@gmail.com>, George Martin <grg2312@gmail.com>, godvin poulose <godvinpoulose2@gmail.com>, gokul menon <gokulvmenon1997@gmail.com>, gopikaprakash09@gmail.com, Gopika Raj <raj.gopika97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Harikrishnan Dileep <hari555.hd@gmail.com>, harita.ranjit@yahoo.com, Hawas Musthafa <hawasmusthafa@gmail.com>, "IJAS A.H" <ijas.ah96@gmail.com>, Jebbin Joseph <jebbinj544@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, "Keerthi.s. geet" <keerthi.s.geet@gmail.com>, karthika nair <nairkarthika238@gmail.com>, Malavika Prakash <malavikaparakashkumar@gmail.com>, mariatoffee@yahoo.in, Mikhiya James <mikhiyajames@gmail.com>, pinkstrawberry391 <misna123@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, muneer ms <muneer11@gmail.com>, Neeraj titus <neerajtitus@gmail.com>, neil diany <neildiny@gmail.com>, Nidhi Rajeev <nidhirajeev2015@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Ranjini P Nair <ranjini88nair@gmail.com>, Razmil Minhaj <razmilminhaj007@gmail.com>, rebecca joshua <rebeccawinfred@gmail.com>, Renjima Rajan <renjimaerajan@gmail.com>, riyavsamuel@gmail.com, ROHIT K F <vividrohit@gmail.com>, Rose Mary Poly <rosemarypoly777@gmail.com>, sachin.puthiyaparamban@gmail.com, Sajeetha Sajudheen <sajeethasajudheen23@gmail.com>, sajna399@gmail.com, Samal Muhammed <samalsunil0@gmail.com>, sarath6306@gmail.com, sathika praveen <sathikapraaveen@gmail.com>, selmananver@yahoo.in, shahsad abdulla <shahsad1995@gmail.com>, sharath_nair@outlook.com, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, Sidhu V <sidharth.v.mtr@gmail.com>, Smitha Sunny <sinnansunny97@gmail.com>, sreetha ps <sreethaps19@gmail.com>, sreelakshmi lachu <sreelakshmilachu271097@gmail.com>, "SUBITHA V.S" <subithav50@gmail.com>, sudheesh kumar <sudheeshxyril08@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, SWETHA SURENDRAN <swethasurendran02@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, Vishnu Chalil <vishnu080797@gmail.com>, Vishnu Vijayakumar <vishnu7197@gmail.com>, VISMAYA BHASKARAN <vismayabhaskaran97@gmail.com>, vyshnavi Mambrol <achumambrol@gmail.com>, zerene999@gmail.com, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhlinambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewvattoly@gmail.com>, amruthaanilkumar24@gmail.com, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Angelina Teresa <angelinateresa79@gmail.com>, anjaly antony <anjalyantony97@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, arjun kajayan <arjunkajayan1997@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, BINDU ARAVINDAKSHAN <binduaranair@gmail.com>, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, Darsana K Chitaranjan <darsanak@gmail.com>, Deepthy anikuttan <deepthyta1234@gmail.com>, Derick davis <derickd20000@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, Famy Hameed <fam.hameed25@gmail.com>, ganesh nair <nairganesh98@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109 <greenarison1109@gmail.com>, HARITHA TP <haritha.tp22@gmail.com>, Harsha Manoj <harshamanoj500@gmail.com>, Harsha Pradeep <hp46985@gmail.com>, Heleena Joy <heleenaj1997@gmail.com>, hridhya97@gmail.com, Jonath Tharian <jonathihype@yahoo.com>, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, Jyothiika S Philip <jyothikasphilip@gmail.com>, kajalsathyan@gmail.com, kavyackadavath@gmail.com, krishnapavizham35@yahoo.com, krishnasudheer006@gmail.com, krishnapriyaprasad20@gmail.com, Krishnendu Rajagopal <sivanjali123456@gmail.com>, Lakshmi Kb <lakshmkb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, Manju Davis <manjudavis10@gmail.com>, MARIA THOMAS <mariathomasaliackal@gmail.com>, mtrvc1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapirahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <sahal395@gmail.com>, Mohitha Thampy <mohithathampy@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, NIMMY JOSE <nimmyjose1997@gmail.com>, nivedita karat <niveditakarath@gmail.com>, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rlrmsh123@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN FRANCIS <sachinfrancis212@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachin s <sachinsureshscms@gmail.com>, sadhiya edappilly <sadhiyaem@gmail.com>, Sandhya Krishnakumar <97sandhya@gmail.com>, Sarath S <sarathsmailbox1997@gmail.com>, ktuecnotes@gmail.com, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekha sajan <shekhasajanek@gmail.com>, shilpa Biju <shilpabiju@yahoo.in>, shilpappasad1997@gmail.com, Shivani G <shivangiri.96@gmail.com>, shwetha sam <shwethamary123@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthy104@gmail.com>, surya joseph <suryaj9128@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>

Cc:

Bcc:

Date: Mon, 19 Apr 2021 08:50:50 +0530



To,

Name : Ajil Jaison

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ajil Jaison,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



To,

Name : Ashal Mariya Joshy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ashal Mariya Joshy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
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 - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



To,

Name : Ijaz Babu Madathiparambil

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ijaz Babu Madathiparambil,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

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 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

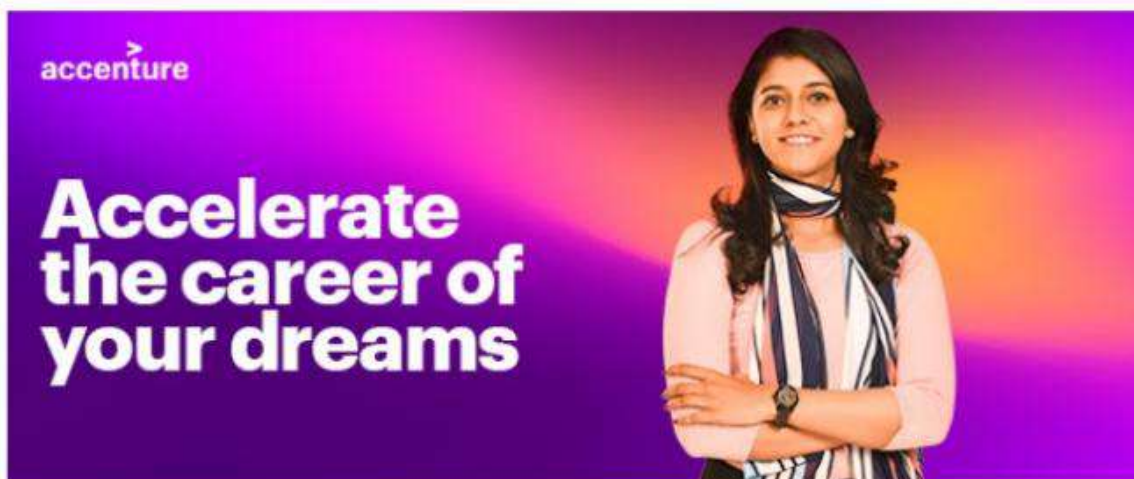
You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

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to me ▾



See you soon at Accenture!

Dear Jiya Benny,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.

Link: <http://indiacampus.accenture.com/candidate>

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.



To,

Name : Sanju Madathilponneth

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sanju Madathilponneth,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

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To,

Name : Saranya M Nambiar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Saranya M Nambiar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

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assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

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We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
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- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

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30-Aug-2021

Dear Anzu John,
B.Tech, Computer Science & Engineering
SCMS School of Engineering and Technology, Ernakulam

Candidate ID – 17785009

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

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

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

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

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

Please note:

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

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

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

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

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

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

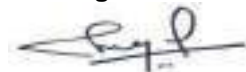
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Anzu John

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

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

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

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

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Anzu John, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's

systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited [Name of Employee]

Sign: _____
Name: _____

Sign: _____
Name: _____



30-Aug-2021

Dear Ajil Jaison,
B.Tech, Computer Science & Engineering
SCMS School of Engineering and Technology, Ernakulam

Candidate ID – 17785217

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

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

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

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

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

Please note:

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

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

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

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

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

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

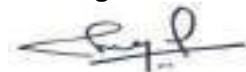
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Ajil Jaison

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

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

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

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

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Ajil Jaison, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's

systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited [Name of Employee]

Sign: _____
Name: _____

Sign: _____
Name: _____



30-Aug-2021

Dear Rosemol Biju,
B.Tech, Computer Science
SCMS School of Engineering and Technology, Ernakulam

Candidate ID – 17785973

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

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

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

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

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

Please note:

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

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

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

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

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

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

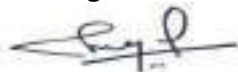
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Rosemol Biju

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

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

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

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

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Rosemol Biju, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's

systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited [Name of Employee]

Sign: _____
Name: _____

Sign: _____
Name: _____



sset last name <sset@scmsgroup.org>

Fwd: Congratulations! Selected for Cognizant's GenC - Developer

2 messages

Ijaz M <ijazanwar48@gmail.com>
To: SSET <sset@scmsgroup.org>

Fri, Sep 3, 2021 at 10:51 AM

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

From: **Superset** <notifications@email.joinsuperset.com>
Date: Sat, 21 Aug 2021, 7:46 pm
Subject: Congratulations! Selected for Cognizant's GenC - Developer
To: <ijazanwar48@gmail.com>

Dear Ijaz M.,

Greetings from Cognizant!

Congratulations on clearing the Cognizant interview for GenC - Developer! We are happy to inform you that you've been selected for the role. Your journey with Cognizant will be full of learning experiences that help you grow as a professional. You will soon receive communication from Cognizant detailing the steps ahead in the process.

The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout

We really look forward to you joining Cognizant and contributing to the growth of the company in the years to come.

Stay safe and healthy!

Best Regards
Human Resources- GenC Program
Cognizant

SSET <sset@scmsgroup.org>
To: Ijaz M <ijazanwar48@gmail.com>

Fri, Sep 3, 2021 at 11:06 AM

thanku

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Clear image of Ford Flyer

2 messages

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jul 19, 2021 at 8:48 AM

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

From: **Jayanand B** <jayanandb@gmail.com>
Date: Mon, 19 Jul 2021, 08:47
Subject: Clear image of Ford Flyer
To: <jayanand@scmsgroup.org>



IMG-20210718-WA0001.jpg
51K

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Fri, Jul 16, 2021 at 3:42 PM

thankyou

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Please forward to 2021 batch students

8 messages

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Sun, Jul 18, 2021 at 8:30 AM

Madam,



SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Sun, Jul 18, 2021 at 10:48 AM

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

From: **Jayanand B** <jayanand@scmsgroup.org>
Date: Sunday, July 18, 2021
Subject: Please forward to 2021 batch students
To: SSET <sset@scmsgroup.org>

Madam,



HIRING

We Celebrate Fun At Ford

Know someone who'd join the celebration?

Ford IT team delivers a wide range of technical solutions to power our business from large enterprises data center, to mobile apps on handheld devices and the networks in between. We apply industry best practices and an innovation mindset to meet the needs of today while ensuring Ford's world of tomorrow.

We are hiring B.E/ B. Tech (CS/IT/EC) freshers

Skill Team:- Information Technology

Who can apply

Qualification	B.E/B.TECH (ECE/ CS/ IT)
CGPA / Percentage	Minimum 7.0 or 70 percentage and no standing answers
Graduation year	2021 only

Interested candidates can apply on or before 21 Jul 2021 by scanning below QR code (using QR code app)



Human Resources

Recruitment Fraud Alert: Ford organizations in India or its affiliates DO NOT charge any registration fee or accept any payment from candidates for the purpose of recruitment.

SSET <sset@scmsgroup.org>

Sun, Jul 18, 2021 at 10:53 AM

To: akhiltom1999@gmail.com, amalharidas333@gmail.com, anandpp489@gmail.com, anandakrishnan.indian@gmail.com, anandakrishnankichu123@gmail.com, ananthukodamala@gmail.com, aneeshmenon6658@gmail.com, anelthomas1999@gmail.com, anubhav.s27@gmail.com, aragan.arjund.aryts@gmail.com, aveeshajith23@gmail.com, basiljohn1998@gmail.com, gokulkrishnagkv2@gmail.com, ihsansalim08@gmail.com, joemonct04@gmail.com, madhav.hari.007@gmail.com, jasimpk8@gmail.com, munees9497@gmail.com, nithishnsunil@gmail.com, nikhilnikku528@gmail.com, nilvilroyjbl@gmail.com, prajulmp389@gmail.com, sachinn890@gmail.com, swarajthankan@gmail.com, tinson200tt@gmail.com, antony2525@gmail.com, vishnusajeelv3@gmail.com, jesvinoc729@gmail.com, navaneethgspba@gmail.com, basithabdulbasith275072@gmail.com, kannankedaram@gmail.com, ccabhilash20@gmail.com, adarshprabhakar639@gmail.com, adwaitkaravettakudy999@gmail.com, afthabmohammed18@gmail.com, aramanaakash@gmail.com, muhammedfarhan777@gmail.com, akhilsaji27@gmail.com, akkshay12@gmail.com, akshayrko.j@gmail.com, albigeorge2012@gmail.com, albinanthikattu@gmail.com, alkkeshkrishnatb@gmail.com, allenissac08@gmail.com, amalkrishnalassery@gmail.com, amalrevi37@gmail.com, amarchaithram@gmail.com, am.anagha.120@gmail.com, anandhu2724@gmail.com, anandsivan1999@gmail.com, anantha111noir@gmail.com, anstonsejotharayil@gmail.com, aravindnbsuresh@gmail.com, arjunsonu1999@gmail.com, arjunpb3@gmail.com, arjunrk87@gmail.com, arjunvs2255@gmail.com, ashish.george.biju@gmail.com, ashwinbivishnu@gmail.com, aswanth2323@gmail.com, ashwathy0124@gmail.com, aswinbmohan7@gmail.com, aswinshaj@gmail.com, athulm@outlook.com, avineshvilasan1@gmail.com, 1234berton@gmail.com, bharathjairajsh@gmail.com, blznvar@gmail.com, silentbrynetom@gmail.com, cskrishnadas666@gmail.com, dxnpaulthekkanath@gmail.com, fahadshihab@gmail.com, fazeelahmed070@gmail.com, febinjosec98@gmail.com, gauthamkrishna111333@gmail.com, gokulsuresh4006@gmail.com, gopikaganganair@gmail.com, harik9338@gmail.com, hariprasadk665@gmail.com, hrithikkv99@gmail.com, ivansdavis107@gmail.com, jayakrishnanjk1999@gmail.com, 007jeffin013@gmail.com, jerinjose608@gmail.com, jerrinpaul99@gmail.com, jeswinkthomas@gmail.com, jibinrajan902@gmail.com, jishnumuralisiva@gmail.com, jithinvroy98@gmail.com, joelf1999@gmail.com, johnloyson99@gmail.com, johnpaulkulangara@gmail.com, kailasctla@gmail.com, kailas01121999@gmail.com, kamaljiithpn@gmail.com, kiranj9061@gmail.com, 32kiranasanath.ks@gmail.com, krishnajithr44@gmail.com, manusdk22@gmail.com, kurianpaulp007@gmail.com, maheshnair2311@gmail.com, manjithdeepu@gmail.com, mishalshinu@gmail.com, mohammedsharookbn@gmail.com, askaraliurothodi@gmail.com, vanadeem@gmail.com, navaneeth007k@gmail.com, navaneethkrishnakumar25@gmail.com, navaneeth.parakunnath@gmail.com, sabarivishnu99@gmail.com, pranavpavanpradeep321@gmail.com, prathyaksh001@gmail.com, raghavrnair831@gmail.com, raginkrishna59@gmail.com, vaishnavam.rahul@gmail.com, rahulrj7000@gmail.com, rahulsanjay520003@gmail.com, rk2503421@gmail.com, ram65764@gmail.com, Prranjithmala@gmail.com, risvanp11@gmail.com, rithwikmenon777@gmail.com, rohithkv712@gmail.com, rohithbiju99@gmail.com, sabesankannan1999@gmail.com, sachilsananth@gmail.com, saffinjoshi8055@gmail.com, sangeethbabu53@gmail.com, sarangknp@gmail.com, sarathsnair786@gmail.com, sarathrks11@gmail.com, sebinab33@gmail.com, shadinsalmanvk007@gmail.com, shahistha1999@gmail.com, sekhar.s.soman@gmail.com, sidharthbabu2255@gmail.com, sidhuindtcr16@gmail.com,



18 September 2021

Ref No: 49834BR

Jiya Benny
Elamkulam House, Kandanad PO,
Thiruvankulam, Ernakulam Dist - 682305,
Kerala.

Dear Jiya,

Congratulations!

We take immense pleasure on your provisional appointment as **Junior Engineer** and welcoming you as a member in our ONE FORD family.

We are sure that you will find your career with Ford to be exciting. At Ford, we offer tremendous opportunities for you to make the best use and Go Further in the journey. Ford has always been a fun, safe and rewarding place to work. We encourage you to embrace yourself in our workplace initiatives to ensure we continue to be one of the great places to work in the country.

Important

Read all the employment terms mentioned in this letter as provisional employment. Final appointment is subject to the following conditions:

- You should have successfully completed your graduation/post-graduation course in the academic year 2020-2021 with 60% aggregate or 6.0 CGPA.
- Submission of course completion certificate or equivalent document and final semester or consolidated mark sheet as a proof for your successful course completion is mandatory within 6 months of your Date of Joining, else it is deemed that your probation is extended further. Refer probation clause for more details.
- Your final appointment confirmation is subject to you fulfilling the above-mentioned conditions. In case if you fail to do so, your provisional appointment shall be terminated as per the discretion of Ford with or without prior notice.

Wishing you all the best!
Digitally signed by PADMINI RANGANATHAN
Date: 2021.09.18 12:30:19 +05:30
Reason: Approved
Location: Chennai

**Authorized Signatory
For Ford Motor Private Limited**





PRIVATE AND CONFIDENTIAL

LETTER OF APPOINTMENT (PROVISIONAL)

Jiya Benny
Elamkulam House, Kandanad PO,
Thiruvankulam, Ernakulam Dist - 682305,
Kerala.

It gives us great pleasure to confirm to you our offer of provisional employment and set out its terms and conditions with **Ford Motor Private Limited** (the company). We extend this offer, along with the opportunities it represents, with full confidence in your capabilities.

We would like to welcome you aboard as a **Junior Engineer in SG04** and you will report to **Manager – IT** or to such other person nominated by him / her in the Company. Your Manager will communicate details of your role and work responsibilities in the initial weeks of you joining the Company.

Your initial place of work will be at **Chennai**. However, it is expressly agreed that your services are transferable, and you can be seconded or deputed based on business contingencies by the company to any operations in India or abroad; whether existing as on date of your appointment or to be established under the management and/ or ownership of Ford Motor Company.

- You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter at the earliest. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. In the event of us not hearing from you within a reasonable time period, it will be assumed that you have declined our offer of employment and the offer will automatically stand withdrawn.

We would like you to join the Company on **21 September 2021**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned in your welcome email.

We welcome you to our company and wish you a long-lasting and rewarding association with us.

For Ford Motor Private Limited

Digitally signed by PADMINI RANGANATHAN

Date: 2021.09.18 12:30:20 +05:30

Reason: Approved


Location: Chennai

Authorized Signatory

Acceptance

I have read the terms and conditions set out in this offer of employment and its annexures. I, **Jiya Benny**, hereby accept this employment and will adhere to the company policies, procedures, instructions, etc. as may be communicated to me from time to time by the management.

Name: Jiya Benny

Signature: 

Date: 21/09/2021



sset last name <sset@scmsgroup.org>

SunTec Business Solutions- Invitation : Campus Drive (2020 & 2021 Batch)

9 messages

Jithin K Alencheril <jithinka@suntecgroup.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>
Cc: "sneha@futuremug.co.in" <sneha@futuremug.co.in>

Tue, Apr 20, 2021 at 12:20 PM

Hi Sir/Madam,

We are glad to invite your campus for an open coding challenge with association with the Future mug as part of our campus hiring. Please find the details below,

Basic Requirements:-

- Year of Graduation – 2020 / 2021
- Candidate should have minimum 65% percentage in 10th, 12th & UG/PG (Btech (CSE/ECE)/ Mtech (CSE/ECE), MCA, Msc Computer Science)
- Job location would be either Trivandrum/ Chennai. however, the associate should be ready to work from any SunTec Location / Client location as per the business requirements.
- Test will have Coding questions (Languages – Java 8, C++, C, Python 2/3, JavaScript)
- Salary would be 4.5 Lpa including 50 K TPLB upon selection.
- Once you accept the offer, we have a service agreement for 2 years.

To Register click [here](#).

Steps to follow:-

- Apply through the future mug portal.
- There will be Prelearning course coverage provided in the portal for the students to prepare for the Interview
- Select a schedule to attend the test.
- Attend Multiple choice and coding challenge as per the schedule
- Shortlisted students will be called for the interviews.

Interview Process:-

1. Register and Prepare
2. Multiple choice and Coding Challenge
3. Technical Interview,
4. HR Discussion
5. Executive Management interview.

Company Profile:- www.suntecgroup.com

Please feel free reach out to future mug team in case of any queries related to platform.

Contact details:-

Sneha:- 9947276725

Regards,

Jithin

9745809125

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SSET <sset@scmsgroup.org>

Wed, Apr 21, 2021 at 12:29 PM

To: Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Apr 21, 2021 at 1:40 PM

To: Aanand Hari <aanandhari12@gmail.com>, Aaron Fernandez <aaronfernandez@hotmail.com>, abdulsamadsait07@gmail.com, abhijithanilkumar1801@gmail.com, abhijith.anil@gmail.com, abhijiths13@yahoo.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Adarsh Viswanath <adarshviswanath1998@gmail.com>, aishwaryavinod066@gmail.com, Ajay KS <ajayks1729@gmail.com>, Akshay Ajith <akshayajith9981@gmail.com>, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, Amelin Denny <amelindenny@gmail.com>, MASS Media <anandhu070@gmail.com>, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Ann Maria <annmaria1419@gmail.com>, Anson Pinhero <ansonpinhero@gmail.com>, Antony Jose <antonyjoseachandy@gmail.com>, anwindavid@gmail.com, achus998@gmail.com, Arjun Ghosh <ghosharjun23@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, Arshad Ansifer <arshadansifer1998@gmail.com>, ashilshanavas@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, ashwin K a <ashwin7pascua@gmail.com>, athuks.plm@gmail.com, athira theres <athiratheres97@gmail.com>, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, Athul Kumar <kumarathul63@gmail.com>, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, Bhavya Vijil <bhavyavijil@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Chaithra Cv <cvchaithra50@gmail.com>, CHINMAY KRISHNA <chinmaykrishnas@gmail.com>, CHRISTINA ROSELINE <xinarose123@gmail.com>, David Paul <davidpthavoo@gmail.com>, diya kd <diyakd1998@gmail.com>, fasnafas1247@gmail.com, gbabu387@gmail.com, gayathri98@gmail.com, gayathrimulloth789@gmail.com, gokuldas1303@gmail.com, gokulsudhakaran768@gmail.com, gopikavgk@gmail.com, hr00019@gmail.com, hudaif747@gmail.com, Isham Mohamed <mail.to.isham@gmail.com>, Jackson K George <jacksonkgeorge28@gmail.com>, JJ innovationz <jerinjosephuserry7@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirithi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, "Akarsh .M" <akarsh2868@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minu n sunil <minunsunil@gmail.com>, Falah Yusuf Hamza <falahyusufhamza@gmail.com>, Naijith Gopal <gnaijith78@gmail.com>, Namisha Nazeer <namisha123@gmail.com>, Nandu Shaji <nandushaji099@gmail.com>, Navaneeth Asok <asok.navaneeth@gmail.com>, navya shali <navyashali1@gmail.com>, nidhunacheriyedath@gmail.com, Nikil S Kumar <nikilskumar4444@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pranavprakash997@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, Prashant G <prashantganesh007@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, Richu Sabu <richusabu254@gmail.com>, rifas muhammed <rifasmuhammed007@gmail.com>, risa shereen <risasherinc@gmail.com>, Rosemary Chakiath <rosemarybinny246@gmail.com>, rose mary joy <rosemaryjoy1997@gmail.com>, Rose Mathew <rosemathew1998@gmail.com>, roweenajames7572@gmail.com, Sajini Stalin <sajinistalin007@gmail.com>, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, sara abraham <sara.abraham12@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Sebin Ignatius <sebinignatious@gmail.com>, Shamil p <shamilp619@gmail.com>, Sherin Philip <sherinphilip3@gmail.com>, shwe jacob <shwejacob@gmail.com>, Sibin Varghese <sibinvarghese1@gmail.com>, sidharthk97india@gmail.com, rejikumarsilpa6@gmail.com, Sravan Babu <bssravan18@gmail.com>, Sreelakshmi Prasad <sreelakshmiPrasad77@gmail.com>, Sreelekshmi S <sreelekshmisreelechu@gmail.com>, Arun L <arun.lsubramanian@gmail.com>, thushara p t <thusharapt1997@gmail.com>, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, Vishal M Nair <mnvishal25@gmail.com>, Vishnupriya P <vishnupriya8017@gmail.com>, vishnuramesh19@gmail.com, vivekcvarghese123@gmail.com, niyasms51@gmail.com, Abhilash Aravath <abhiaravath3@gmail.com>, ABHIRAMI K <tintu.abhi@gmail.com>, aishwarya nair <aishwarya.nair98@gmail.com>, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpspunnilath@gmail.com>, Akhil Salim <akhilsalim27898@gmail.com>, akshaykumartv505@gmail.com, alwin sebastian <alwinsebastian67@gmail.com>, ancijahony1998@gmail.com, aneenaaneer@gmail.com, ANJUSHA FRANCIS <jesanjushafrancis@gmail.com>, ANNMARY JOSE <annmaryjose1999@gmail.com>, anooja benny <anoojabenny15@gmail.com>, arjun gosh <arjungosh6@gmail.com>, aswathy.nair301198@gmail.com, ASWATHY JAYACHANDRAN <aswathysujatha98@gmail.com>, Athira Anilkumar <athiraanilkumar60@gmail.com>, Athul Antony <athulantony23@gmail.com>, ayana ramakrishnan <ayanaappengal@gmail.com>, CHINJU PAUL <chinjupaul6@gmail.com>, chaithanyavikraman19@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyarockz8299@gmail.com>, Fathima K A <rizafathimaka@gmail.com>, shirinsunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, Geswin Babu <geswinbabu98@gmail.com>, hafismukalel@gmail.com, Jayashyam Jp <jayashyamjps@gmail.com>, Jiffin Varghese

<jiffinvarghese1211@gmail.com>, Jithin KS <kailasamjithinks@gmail.com>, joffinpj55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martin jose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, Meera R Nair <meerarajnair98@gmail.com>, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, Nourin Nooruddeen <anfusanfu@gmail.com>, vivek pillai <viveknpillai10@gmail.com>, Preethy Somarajan <preethys98@gmail.com>, reshpkkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, Sangeeth Sg <sangeethsg1011@gmail.com>, sarath joseph <sharathjoseph65@gmail.com>, shruthi nair <shruthisn98@gmail.com>, spsivanperumal@gmail.com, Sreelakshmi Sukumaran <sreelakshmi.sukumaran@gmail.com>, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, Vishnu Saravanan <vishnusaravanan603@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, Aiswarya Unni <ais861998@gmail.com>, AJIN P THOMAS <ajinp1998@gmail.com>, Akhil Krishna K B <itsmeh4343@gmail.com>, akhineshk777@gmail.com, akshay Dhanesh <akshaydhanesh121@gmail.com>, Alen Jacob <alenkotkar@gmail.com>, anaghaanil07@gmail.com, anjualbert1998@gmail.com, anwin francis <anwinfrancis281@gmail.com>, Arathi PS <arathips004@gmail.com>, Aravind Prathap <aravindprathap06@gmail.com>, achu10cr7@gmail.com, Arun Shaji Abraham <arunsa238@gmail.com>, Aswin Unnithan <aswinunnithan@gmail.com>, Athul Biju <athul.98@rediffmail.com>, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, Jeffin Jose <jeffinjose05@gmail.com>, jeswinsteephenn97@gmail.com, jibin thomas <jibinthomas680@gmail.com>, JOE JOSEPH NELSON Nelson <joejoseph.nelson47@gmail.com>, mdshl29@gmail.com, lakshmi11091997@gmail.com, Laya Prathap <layaprathap123@gmail.com>, limshashaju1998@gmail.com, Rafeeqe Ibrahim thoppil <rafeeqe97emj@gmail.com>, Nidhal Nazar <nidhalnazar80@gmail.com>, rajathpramod@gmail.com, Ramees Salim <salim.ramees@gmail.com>, rinsa.rinu723@gmail.com, Robin M <robin08021998@gmail.com>, SACHIN SDP <sachinsdp2298@gmail.com>, "Salini Menon K.P" <salini0025@gmail.com>, sanjay vinu <sanjayvinu9@gmail.com>, sanjay shaji <thisissanjayshaji@gmail.com>, "Shaheen .T.R" <123shaheentr@gmail.com>, Shimnaak Ak <shimnaak21@gmail.com>, shyam krishnan <shyamkrishnan23@gmail.com>, mrsreedevid8@gmail.com, sreelekshmiija1997@gmail.com, Sruthila asokan <sruthilaasokan@gmail.com>, Swathy Rajeev <swathyrajeevpilm@gmail.com>, Tony Tomy <tonyveliyathuparambill@gmail.com>

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

From: **Jithin K Alencheril** <jithinka@suntecgroup.com>

Date: Tue, Apr 20, 2021 at 12:20 PM

Subject: SunTec Business Solutions- Invitation : Campus Drive (2020 & 2021 Batch)

To: sset@scmsgroup.org <sset@scmsgroup.org>

Cc: sneha@futuremug.co.in <sneha@futuremug.co.in>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Apr 21, 2021 at 1:43 PM

To: abdulribassamad@gmail.com, Rijas samad <rijassamad123@gmail.com>, abhayani1787@gmail.com, omanakuttanabhijith@gmail.com, Abhimanue Harilal <abhigpharilal97@gmail.com>, ADARSH M P <adarshmp627@gmail.com>, afnas va <afnasanu007@gmail.com>, AJAY S KUMAR <ajayskumar5555@gmail.com>, ajirajpr@gmail.com, "Akash Ravindranath.T" <akashravitt@gmail.com>, Akhil Baines <akhilbaines@gmail.com>, Akhil Asokan <akhilasokan876@gmail.com>, Akhil Anil <akhilani158@gmail.com>, Akhil Rajesh <akhilrajesh27@gmail.com>, akshay ramdas <akshayramdas@gmail.com>, Akshay v m <vmakshay333@gmail.com>, tpchandy@gmail.com, alphinjose16@gmail.com, Alvin Mathew <alvinmathewscaria@gmail.com>, Alwin Joseph <allwynrover@gmail.com>, amalkrish11na@gmail.com, Anand K N <anandambadi1998@gmail.com>, anandrjv97@gmail.com, anishbsoman@yahoo.in, anurudhpillai8@gmail.com, appukshaji132@gmail.com, Arjun Biju <arjunbiju59@gmail.com>, Arjun G Nair <arjungg3@gmail.com>, ARJUN TA <arjunta2012@gmail.com>, arnaldantony@gmail.com, ASHWIN T <ashwinthy@gmail.com>, aswin p <appuasok97@gmail.com>, ASWIN RADHAKRISHNAN <aswinradhakrishnan98@gmail.com>, Athul Krishna <athulshahul@gmail.com>, Athul Manoj <athulmuthuvana@gmail.com>, Bharat Nair <bharatnair85@gmail.com>, binil2407@gmail.com, blessinbabu69@gmail.com, BLESSIN BABU <blessinbabuk@gmail.com>, charan R <charanr1998@gmail.com>, christindavis1610@gmail.com, "Cibin joy.k" <cibin.joyk1@gmail.com>, dhanus manchady <dhanusmanchady@gmail.com>, Edwin Baby <edwinrosemaria9@gmail.com>, edwin rapheal <edwinrapheal97@gmail.com>, Evin Alex <evinalex333@gmail.com>, fadilkmeeran@gmail.com, fahadpm333@gmail.com, gautampveedu@gmail.com, gijonetticadan@gmail.com, gokuldileep98@gmail.com, gouthamm675@gmail.com, harikrishnanpr14@gmail.com, pharishankar21@gmail.com, hari.gireesan@gmail.com, bagonvstraw@gmail.com, ebyapaulachan6413@gmail.com, bonnythomask@gmail.com, harishanthdhillip@gmail.com, Fayiz Thottungal <imranck002@gmail.com>, JESTIN PAUL <jestinpaul96@gmail.com>, jithu varghese <varghesejithu1997@gmail.com>, Jobin Varghese <jobs12061998@gmail.com>, Kevin George <kevingeorge599@gmail.com>, Arun Kumar <ksarunkumar99954@gmail.com>, Manu Krishna <manukrishna.ekm.98@gmail.com>, midhun mohanan <midhutmohanan789@gmail.com>, mohamedsharun07@gmail.com, Mohammad Labeed <mohammadlabeed@yahoo.com>, hafizhamsa6898@gmail.com, raazraihanhaque@gmail.com, jouhar322@gmail.com, Raihan Basheer <basheerraihan@gmail.com>, Nikhilraj Ca <canikhilraj@gmail.com>, nirmal joe14@gmail.com, PARTHIV M KRISHNA <parthivmkrishna@gmail.com>, Poornima

SUN/HRD/2021
26.07.2021

JIYA BENNY

Elamkulam House, Kandanad PO,
Thiruvankulam, Ernakulam
Kerala - 682305

Dear JIYA BENNY,

Subject: Letter of Appointment

With reference to your application and subsequent interviews, we are pleased to appoint you as **Associate Software Engineer (Band - A)** with effect from **28th July 2021** in our Company, based on the terms and conditions mentioned in this Letter of Appointment.

1. Probation:

- a) You will be on probation for a period of **1 year** from the date of your joining. On completion of this period, you may be confirmed to the regular service of the company if your services are found satisfactory. You will continue to be on probation till you are explicitly communicated in writing about your confirmation.
- b) During the probation period, your performance will be assessed by the Company and only on satisfactory completion in the opinion of the Company, of your initial or extended probationary period, you will be confirmed in writing to the regular service of the Company on such terms and conditions as decided by the Company.
- c) Notwithstanding anything contained herein, prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your services shall be liable to termination without any notice or assigning any reason whatsoever.

2. Place of Posting:

Your base location of posting will be **Trivandrum**. However, your work location can be any other location, including Work from Home arrangement or other co-location place as may be mutually beneficial. Your services are, however, liable to be transferred or deputed to any of our offices / divisions, or to any of our parent, subsidiary or affiliate organizations and/or any of their offices / divisions, or the offices / divisions of any of our clients or customers, at any time anywhere in India or abroad without any additional remuneration.

3. Working hours and Holidays:

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 9 A.M to 5.45 P.M. respectively, with a lunch break of 45 minutes. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work and emergencies.
- b) Holidays would be as per the holiday list announced by the Company from time to time.
- c) As a permanent employee of the Company you will be entitled to sick leave and privilege leave as per Company's leave policy.

4. Duties, Responsibilities and Service Conditions:

- a) The Company will expect you to work with the highest level of commitment, ownership and integrity in the role you are assigned to.

Regd Office SEZ 1: **SunTec Digital Solutions Private Limited**, 2nd Floor, 4th Module,
Neville Tower, Ramanujan IT City, Taramani, Rajiv Gandhi Salai (OMR), Chennai, TN 600113 IN,

SEZ 2: **SunTec Digital Solutions Private Limited**, # Block No.8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

Annexure

Name **JIYA BENNY**
Band **A**
Designation **Associate Software Engineer**

Your total earning potential is structured as per the details given below:

Component	Annual amount (in Indian Rupees)	Remarks
Basic Salary	204000	Paid monthly
House Rent Allowance	81600	Paid monthly
Other Allowances	12829	Paid monthly
Leave Travel Allowance	17000	Paid monthly
Medical Reimbursement	5000	Paid monthly
Transportation	18000	Paid monthly
Internet & Mobile Reimbursement	12000	Paid Monthly
Food & Refreshments	9600	Paid monthly (through Food card)
Medical Insurance	5679	Paid directly by company
Provident Fund*	24480	Employer's contribution
Provision for Gratuity**	9812	Paid as per provisions of Gratuity Act
Training Performance Linked Bonus (PLB/PLB)***	50000	
Total Earning Potential	450000	

Note: The above structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when the company decides on such matters as policy. The above salary details are strictly confidential, and should not be shared with anybody within or outside SunTec.

*Additionally you are eligible for Group Medical Insurance/Personal Accident Insurance and Term Life Insurance Cover as applicable to your work level in line with the company HR policy

**You will be entitled to Gratuity settlement as per the Act once you complete 4 years 240 days of continuous service with SunTec.

Training Performance Linked Bonus/PLB***

TPLB/PLB will be calculated in a prorated basis on successful completion of training, and will be paid after 6 months from the date of the joining on the basis of training score.

Regd Office SEZ 1: **SunTec Digital Solutions Private Limited**, 2nd Floor, 4th Module,
Neville Tower, Ramanujan IT City, Taramani, Rajiv Gandhi Salai (OMR), Chennai, TN 600113 IN,

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CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

SUN/HRD/2021
07.06.2021

NEETHU SUNIL

THATTIL NADAKALAN HOUSE,
POTTA P.O, CHALAKUDY, THRISSUR,
KERALA - 680722

Dear NEETHU SUNIL,

Subject: Letter of Appointment

With reference to your application and subsequent interviews, we are pleased to appoint you as **Associate Software Engineer** (Band - A) with effect from **23.06.2021** in our Company, based on the terms and conditions mentioned in this Letter of Appointment.

1. Probation:

- a) You will be on probation for a period of **1 year** from the date of your joining. On completion of this period, you may be confirmed to the regular service of the company if your services are found satisfactory. You will continue to be on probation till you are explicitly communicated in writing about your confirmation.
- b) During the probation period, your performance will be assessed by the Company and only on satisfactory completion in the opinion of the Company, of your initial or extended probationary period, you will be confirmed in writing to the regular service of the Company on such terms and conditions as decided by the Company.
- c) Notwithstanding anything contained herein, prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your services shall be liable to termination without any notice or assigning any reason whatsoever.

2. Place of Posting:

Your base location of posting will be **Trivandrum**. However, your work location can be any other location, including Work from Home arrangement or other co-location place as may be mutually beneficial. Your services are, however, liable to be transferred or deputed to any of our offices / divisions, or to any of our parent, subsidiary or affiliate organizations and/or any of their offices / divisions, or the offices / divisions of any of our clients or customers, at any time anywhere in India or abroad without any additional remuneration.

3. Working hours and Holidays:

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 9 A.M to 5.45 P.M. respectively, with a lunch break of 45 minutes. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work and emergencies.
- b) Holidays would be as per the holiday list announced by the Company from time to time.
- c) As a permanent employee of the Company you will be entitled to sick leave and privilege leave as per Company's leave policy.

4. Duties, Responsibilities and Service Conditions:

- a) The Company will expect you to work with the highest level of commitment, ownership and integrity in the role you are assigned to.

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CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

Annexure

Name NEETHU SUNIL
Band A
Designation Associate Software Engineer

Your total earning potential is structured as per the details given below:

Component	Annual amount (in Indian Rupees)	Remarks
Basic Salary	204000	Paid monthly
House Rent Allowance	81600	Paid monthly
Other Allowances	12829	Paid monthly
Leave Travel Allowance	17000	Paid monthly
Medical Reimbursement	5000	Paid monthly
Transportation	18000	Paid monthly
Internet & Mobile Reimbursement	12000	Paid Monthly
Food & Refreshments	9600	Paid monthly (through Food card)
Medical Insurance	5679	Paid directly by company
Provident Fund*	24480	Employer's contribution
Provision for Gratuity**	9812	Paid as per provisions of Gratuity Act
Training Performance Linked Bonus (PLB/PLB)***	50000	
Total Earning Potential	450000	

Note: The above structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when the company decides on such matters as policy. The above salary details are strictly confidential, and should not be shared with anybody within or outside SunTec.

*Additionally you are eligible for Group Medical Insurance/Personal Accident Insurance and Term Life Insurance Cover as applicable to your work level in line with the company HR policy

**You will be entitled to Gratuity settlement as per the Act once you complete 4 years 240 days of continuous service with SunTec.

Training Performance Linked Bonus/PLB***

TPLB/PLB will be calculated in a prorated basis on successful completion of training, and will be paid after 6 months from the date of the joining on the basis of training score.

Regd Office SEZ 1: SunTec Digital Solutions Private Limited, 2nd Floor, 4th Module, Neville Tower, Ramanujan IT City, Taramani, Rajiv Gandhi Salai (OMR), Chennai, TN 600113 IN,

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Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

SUN/HRD/2021
07.06.2021

PARVATHI P J

Puthedath House, Sanmarga Lane,
Ponnurunni, Vyttila P O, Cochin,
Kerala - 682019

Dear PARVATHI P J,

Subject: Letter of Appointment

With reference to your application and subsequent interviews, we are pleased to appoint you as **Associate Software Engineer** (Band - A) with effect from **23.06.2021** in our Company, based on the terms and conditions mentioned in this Letter of Appointment.

1. Probation:

- a) You will be on probation for a period of **1 year** from the date of your joining. On completion of this period, you may be confirmed to the regular service of the company if your services are found satisfactory. You will continue to be on probation till you are explicitly communicated in writing about your confirmation.
- b) During the probation period, your performance will be assessed by the Company and only on satisfactory completion in the opinion of the Company, of your initial or extended probationary period, you will be confirmed in writing to the regular service of the Company on such terms and conditions as decided by the Company.
- c) Notwithstanding anything contained herein, prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your services shall be liable to termination without any notice or assigning any reason whatsoever.

2. Place of Posting:

Your base location of posting will be **Trivandrum**. However, your work location can be any other location, including Work from Home arrangement or other co-location place as may be mutually beneficial. Your services are, however, liable to be transferred or deputed to any of our offices / divisions, or to any of our parent, subsidiary or affiliate organizations and/or any of their offices / divisions, or the offices / divisions of any of our clients or customers, at any time anywhere in India or abroad without any additional remuneration.

3. Working hours and Holidays:

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 9 A.M to 5.45 P.M. respectively, with a lunch break of 45 minutes. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work and emergencies.
- b) Holidays would be as per the holiday list announced by the Company from time to time.
- c) As a permanent employee of the Company you will be entitled to sick leave and privilege leave as per Company's leave policy.

4. Duties, Responsibilities and Service Conditions:

- a) The Company will expect you to work with the highest level of commitment, ownership and integrity in the role you are assigned to.

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www.suntecgroup.com

Annexure

Name PARVATHI P J
Band A
Designation Associate Software Engineer

Your total earning potential is structured as per the details given below:

Component	Annual amount (in Indian Rupees)	Remarks
Basic Salary	204000	Paid monthly
House Rent Allowance	81600	Paid monthly
Other Allowances	12829	Paid monthly
Leave Travel Allowance	17000	Paid monthly
Medical Reimbursement	5000	Paid monthly
Transportation	18000	Paid monthly
Internet & Mobile Reimbursement	12000	Paid Monthly
Food & Refreshments	9600	Paid monthly (through Food card)
Medical Insurance	5679	Paid directly by company
Provident Fund*	24480	Employer's contribution
Provision for Gratuity**	9812	Paid as per provisions of Gratuity Act
Training Performance Linked Bonus (PLB/PLB)***	50000	
Total Earning Potential	450000	

Note: The above structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when the company decides on such matters as policy. The above salary details are strictly confidential, and should not be shared with anybody within or outside SunTec.

*Additionally you are eligible for Group Medical Insurance/Personal Accident Insurance and Term Life Insurance Cover as applicable to your work level in line with the company HR policy

**You will be entitled to Gratuity settlement as per the Act once you complete 4 years 240 days of continuous service with SunTec.

Training Performance Linked Bonus/PLB***

TPLB/PLB will be calculated in a prorated basis on successful completion of training, and will be paid after 6 months from the date of the joining on the basis of training score.

Regd Office SEZ 1: SunTec Digital Solutions Private Limited, 2nd Floor, 4th Module,
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Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

Medical Insurance: A floater cover of **Rs. 300,000/-** for self, spouse and up to 3 dependent children

- a) You have the option to cover your parents and parents-in-law at SunTec negotiated rates. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
- b) For all admissible claims under the Medical Insurance plans detailed above, you will be required to contribute 15% of each claim as co-payment.

Personal Accident Insurance: A graded cover of **Rs. 25,00,000/-** for self. This will also cover permanent total disability, permanent partial disability and temporary total disability apart from accidental death. A weekly benefit of Rs 10,000/- for up to 52 weeks during leave without pay, for temporary total disability due to any accident.

EDLI: A flat term life insurance cover of **Rs. 7,00,000/-** for self.

Life Insurance: A graded cover of **Rs. 10,00,000/-** for self. The scope of the cover is worldwide. This is over and above the EDLI.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.



Prakash P Nair
Head – Human Resources



sset last name <sset@scmsgroup.org>

Envestnet - Campus Recruitment 2021 - Tech & HR Interview - Feedback

4 messages

Jacob Daniel <Jacob.Daniel@envestnet.com>

Tue, May 4, 2021 at 9:13 PM

To: SSET <sset@scmsgroup.org>

Cc: "varunmenon@scmsgroup.org" <varunmenon@scmsgroup.org>, Ahmadul Kabeer P A <Ahmadul.Kabeer@envestnet.com>, Jayakrishnan C <Jayakrishnan.Chandrakumar@envestnet.com>, Greeshma Sunil <Greeshma.Sunil@envestnet.com>, Clinoy Cleetus <Clinoy.Cleetus@envestnet.com>, "jiyabenny1999@gmail.com" <jiyabenny1999@gmail.com>

Dear Varun Sir,

Kindly note that we have completed HR interviews. Unfortunately we couldn't shortlist any students for Engineer - Product Development role with ENVESTNET.

I would like to thank you and the whole team involved in this campus recruitment for your continuous support.

Also thanking the placement coordinator, Ms. Jiya Benny for her continuous support and coordination during our interview sessions.

Thank you Sir for your support.

Regards,

Jacob

From: Jacob Daniel**Sent:** Tuesday, April 27, 2021 5:19 PM**To:** SSET <sset@scmsgroup.org>**Cc:** varunmenon@scmsgroup.org; Ahmadul Kabeer P A <Ahmadul.Kabeer@envestnet.com>; Jayakrishnan C <Jayakrishnan.Chandrakumar@envestnet.com>; Greeshma Sunil <Greeshma.Sunil@envestnet.com>; Clinoy Cleetus <Clinoy.Cleetus@envestnet.com>; jiyabenny1999@gmail.com**Subject:** Envestnet - Campus Recruitment 2021 - Tech & HR Interview Links**Importance:** High

Dear Varun Sir,

We will start interview sessions at **10 am** on **29th April 2021, Thursday**.

- i) Technical Interview – 45 minutes to 1 hour/ candidate

If candidate clears technical interview, he/ she will be attending HR interview based on the same chronological order given below – Student coordinator will be notified.

- ii) HR Interview – 45 minutes to 1 hour/ candidate

Kindly inform the students to join the meetings using **below links**:**Technical Interview Links**Link 1: <https://www.hackerearth.com/interview/61d20c1a3a78470e8ee0c551404cff24/participant/login/?login=7d82e3f324e898402e9c4a0593e389ff>Link 2: <https://www.hackerearth.com/interview/a2f60b2ac1eb4b89b5bb1d2f7e1f6ff5/participant/login/?login=95fdc7e6571079e51fefb69e0f5272b>Link 3: <https://www.hackerearth.com/interview/27265b0aa7a6410eb2155eef25ec73c1/participant/login/?login=ed7be9b74d719bd7ff7bc49cce0c2d27>**HR Interview Link:** Microsoft Teams meeting

Join on your computer or mobile app

Click here to join the meeting

System requirements: Desktop/ Laptop with webcam & microphone enabled and good stable internet connectivity

While attending interview sessions students:

- Should be in proper attire
- Should make sure that there is minimum/ no background noise

Please refer table below & the chronological order* for interview sessions (**This order is subjected to change if panel requests the same*).

To ensure that multiple students are not logging in:

- Students shall login in the chronological order* as given in the table below
- **Students shall login only when instructed by the coordinator (Coordinator – Jiya Benny)**
- Student who completes the interview should not log in again
- All students should be available for the interview session from 10 am onwards
- Each interview will take approximately 1 hour (*there will be lunch & tea breaks in between*)

Interview Order*	Student Name	Branch	Tech Interview Link
1	Ajil Jaison	Computer Science	Link 1
2	Ameena Azad	Computer Science	Link 1
3	Rohan J Thevara	Computer Science	Link 1
4	Fahad Bin Shahabudheen	Mechanical	Link 1
5	Parvathi P J	Computer Science	Link 1
6	Aravind J	Electronics - Communication	Link 1
7	Shravan Manoj	Computer Science	Link 2
8	Jiya Benny	Computer Science	Link 3

If you have any queries please revert.

Regards,

Jacob

From: Jacob Daniel

Sent: Thursday, April 15, 2021 7:46 PM

To: SSET <sset@scmsgroup.org>

Cc: varunmenon@scmsgroup.org; Ahmadul Kabeer P A <Ahmadul.Kabeer@envestnet.com>; Jayakrishnan C <Jayakrishnan.Chandrakumar@envestnet.com>; Greeshma Sunil <Greeshma.Sunil@envestnet.com>; Clinoy Cleetus <Clinoy.Cleetus@envestnet.com>

Subject: Envestnet - Campus Recruitment 2021 - Shortlisted Students

Importance: High

Dear Varun Sir,

Below list of students are shortlisted for further interviews which will be scheduled **next week**.

Sl No:	Name	Email	Branch, Degree
1	Ajil Jaison	ajiljaison64@gmail.com	Computer Science and Engineering, B.Tech
2	Ameena Azad	ameena7736azad@gmail.com	Computer Science, B. Tech
3	Rohan J Thevara	rohanjthevara@gmail.com	Computer Science, B.Tech
4	Fahad Bin Shahabudheen	fahadshihab@gmail.com	Mechanical, BTech
5	Parvathi P J	parvathijoshi09@gmail.com	Computer Science and Engineering, B.Tech
6	Aravind J	aravindittekot@gmail.com	ELECTRONICS AND COMMUNICATION ENGINEERIN, B.Tech
7	Shravan Manoj	shravanmanoj911@gmail.com	Computer Science and Engineering, B.Tech
8	Jiya Benny	jiyabenny1999@gmail.com	Computer Science, B.Tech

Kindly inform the shortlisted students to join below meeting link at **11:00 am** tomorrow (**16th April 2021**) to explain them about further sessions and assessments.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

[Learn More](#) | Meeting options

Regards,

Jacob

From: Jacob Daniel

Sent: Tuesday, April 13, 2021 5:42 PM

To: SSET <sset@scmsgroup.org>

Cc: varunmenon@scmsgroup.org; Ahmadul Kabeer P A <Ahmadul.Kabeer@envestnet.com>; Jayakrishnan C <Jayakrishnan.Chandrakumar@envestnet.com>; Greeshma Sunil <Greeshma.Sunil@envestnet.com>; Clinoy Cleetus <Clinoy.Cleetus@envestnet.com>

Subject: Envestnet - Campus Recruitment 2021 - Preplacement Talk

Importance: High

Dear Varun Sir,

The Virtual Campus Drive will commence with the pre placement talk at **10:30 am** on **April 15th 2021, Thursday**.

Students from 3 more colleges will be attending the campus presentation and online test on the same date and time.

Please inform the students to join the meeting **15 minutes before scheduled time** using below link:

Zoom Meeting Link

<https://zoom.us/j/97260650747?pwd=ZDM4Vi8rZWZsQmN0S05CbjBIZGFJdz09>

Kindly note that meeting link will be active from **10 am** onwards.

PFB schedule for the 2 day campus recruitment process. The student list attending the test is also attached for your reference.

14-May-2021

Name : Anjali K P
Branch of Specialization : Computer Science
College Name : SCMS School of Engineering & Technology

PRELIMINARY OFFER LETTER

Dear Anjali,

CONGRATULATIONS!!

In furtherance to your remarkable performance during our interview process on 13-May-2021, we are pleased to offer you an employment with **ENVESTNET Asset Management India Pvt Ltd.**

The salient points of the offer are given below:

1. You will be designated as **Engineer – QA.**
2. You will be entitled to receive a CTC of **INR 4,70,000/-per annum.**
3. Your work location will be at ENVESTNET, Trivandrum office.
4. The acceptance of this offer can be communicated to us within seven days of the receipt of this offer by signing and sending us the soft copy of this letter.
5. Upon your acceptance of the preliminary offer letter, we will be issuing a detailed offer letter stating the terms and conditions of employment and date of joining.
6. The validity of this offer of Employment is subject to your successful completion of all curricular requirements as laid down by the university/ institution for the award of degree.

We look forward for a long standing relationship.

For Envestnet Asset Management India Pvt. Ltd.,



Santhosh Kumar E K
Vice President - Human Resources

Appointment Offer No : ENV-IO-HR-AO-2021-526
Appointment Offer dated : 15-Jul-2021

15-Jul-2021

Malavika K Nair

174, Tagore School Road,
Thiroom,
Thrissur - 680581,
Kerala

Sub: - Appointment Offer

Dear Malavika,

After review of your impressive credentials and the interview, we are pleased to confirm that you have been selected for the post of **Engineer - QA**. We are enclosing herewith your Appointment Offer dated **15-Jul-2021**. If you are accepting our offer, please send us your confirmation within 5 days. If no such confirmation is received on or before the said period, this offer shall stand void.

At the time of joining, you must bring the following documents in original along with photocopies:

1. All certificates in support of your educational qualifications
2. Salary and Work experience certificates, if relevant
3. Relieving letter from your previous employer, if relevant
4. Copy of your passport (if you do not have one please apply for it)
5. Six passport size photographs of self (with white background)
6. Copy of **PAN** and **Aadhaar** card.

If you require any additional information or clarification regarding, please contact us on 0471 – 4181010

We are looking forward to a long standing relationship.

Yours Sincerely,

For **Investnet Asset Management India Pvt. Ltd.,**



Santhosh Kumar E K
Vice President - Human Resources

15-Jul-2021

Malavika K Nair

174, Tagore School Road,
Thiroor,
Thrissur - 680581,
Kerala

Dear **Malavika**,

Following your interview with us, we are pleased to offer and appoint you as **Engineer - QA** in **Envestnet Asset Management (India) Pvt. Ltd** (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

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

2. Posting

Your initial posting would be at any one of the offices Envestnet Asset Management (India) Pvt. Ltd. in Trivandrum location. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

In the event of you being transferred to any of our other offices or asked to work from remote location, then the said location/station will be considered as your work location. In such cases and in the event of you having to official visit our Trivandrum office, you will be paid travelling and other logistics expenses as per the company norms.

3. Reporting Date

You are requested to report at corporate office of the company situated at Envestnet, TC 4/2035-1, Kowdiar post, Trivandrum, Kerala- 695003, India on **04-Aug-2021**.

4. Probationary Period

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

ANNEXURE-1
SALARY STRUCTURE

Name	Malavika K Nair		
Role	Engineer - QA		
Team	Shared Services - QA		
Division	Engineering		
Band	A		
Date of Joining (DD-Mmm-YYYY)	04-Aug-2021		
SALARY COMPONENTS	Per Month (Rs)	Per Annum (Rs)	
Salary Components	Basic (40% of GP)	₹ 14000	₹ 168000
	DA (20% of GP)	₹ 7000	₹ 84000
	HRA (10% of GP)	₹ 3500	₹ 42000
	Special Allowance	₹ 10500	₹ 126000
	NPS (0% of Basic + DA)	₹ 0	₹ 0
	Meal Voucher	₹ 0	₹ 0
	Gross Pay	₹ 35000	₹ 420000
Benefits	Company's Contribution to PF	₹ 2520	₹ 30240
	Gratuity (4.81% of Basic + DA)	₹ 1010	₹ 12120
	ESI (3.25% of GP)	₹ 0	₹ 0
	Cost of Insurance	₹ 1036	₹ 12436
	Labor Welfare Fund (LWF)	₹ 20	₹ 240
	Total Earnings	₹ 4586	₹ 55036
Cost to Company		₹ 39586	₹ 475036
Note: Income tax and other deductions including PF, ESI, Professional Tax, Income Tax, TDS, Welfare Fund etc will be deducted as per the prevailing Act and rules.			
Insurance Cover	Sum Assured	Remarks	
Medical Insurance Cover	₹ 300000	Medical insurance cover applicable for Employee, Spouse & Upto 3 Children paid by the company and voluntary additional cover available for Parents & in-laws by paying additional premium. Accident & Life Insurance apply only to employees.	
Personal Accident Cover	₹ 500000		
Life Insurance Cover	₹ 2500000		

Envestnet offers Flexible Benefits Option to customize your salary structure to suit your needs and to have higher tax savings. Please visit the payroll and benefits portal after you join to customize your salary components and to know more about all applicable allowances, benefits and privileges you are eligible for.



sset last name <sset@scmsgroup.org>

Internship Selection Update | 1 Student(s) Hired From Your College Last Week

3 messages

Internshala University Relations <university.relations@internshala.com>
 Reply-To: Internshala University Relations <university.relations@internshala.com>
 To: sset@scmsgroup.org

Mon, Mar 29, 2021 at 11:08 AM

Dear Prof. Varun G Menon,

I am happy to inform you that the following student(s) from SCMS School of Engineering and Technology have been hired for an internship listed on Internshala, since last week.

List of the selected student(s) -

Student Name	Email address	Graduation Year	Company Name	Stipend
Parvathi P J	parvathijoshi09@gmail.com	2021	CipherSchools	INR 3000-5000 /month

View the overall reports on hired or registered students from your college by logging in to your student activity dashboard here - https://internshala.com/tnp/dashboard?utm_source=weekly_hired.

Look forward to helping more students find meaningful internships.

Regards,
 Samay Bhatnagar
 Manager - University Relations
 Phone - +91 - 89292 94027
[Internshala](#) - internship partner of AICTE

SSET <sset@scmsgroup.org>
 To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Mar 29, 2021 at 1:32 PM

[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>
 To: SSET <sset@scmsgroup.org>

Wed, Mar 31, 2021 at 9:41 AM

Please update the 2021 list and also collect her placement letter

[Quoted text hidden]

--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head
 Department of Computer Science and Engineering
 International Collaborations -in charge
 SCMS School of Engineering and Technology
 SCMS Group of Educational Institutions
 Kerala, India - 683 576, Mob: +91 8714504684

 Associate Editor - Physical Communications Journal, Elsevier
 Series Editor - IEEE Transactions on Intelligent Transportation Systems
 Series Editor - IEEE Communications Standards Magazine
 Technical Editor - Computer Communications Journal, Elsevier
 Associate Editor - Alexandria Engineering Journal, Elsevier
 Associate Editor - IET Networks
 Associate Editor - IET Quantum Communications
 Editorial Member - IEEE Future Directions Newsletter



July 2, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear SWATHY HARISH

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Software Developer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





July 2, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear SWATHY HARISH

We are pleased to offer you the position of Software Developer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e July 14, 2021. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:



IBM CONFIDENTIAL

ANNEXURE A

DATE	July 2, 2021		
NAME	SWATHY HARISH	BAND	06G
DESIGNATION	Software Developer	LOCATION	Kochi
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		306166	
2. Annual Flexible Benefit Plan (FBP)		367399	
3. Annual Reference Salary (ARS)		673565	
4. Retirals			
a) Provident Fund (PF)		36740	
b) Gratuity @ 4.8%		14696	
5. Annual Reference Salary + Retirals		725000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



sset last name <sset@scmsgroup.org>

Online Test Results - Recruitment of Probationary Officers

3 messages

CAREERS <careers@sib.co.in>

Tue, Jun 29, 2021 at 3:34 PM

To: sset@scmsgroup.org, varunmenon@scmsgroup.org

Dear Sir/ Madam,

In connection with the Campus Recruitment of Probationary Officers, please be informed that the candidates listed in the attachment are shortlisted for the Interview (through VC). The schedule for the same will be informed in due course.

Please note that candidates those who satisfy the eligibility criteria which were communicated earlier, will only be permitted to attend the selection process. Hence it is advised to verify the details once again.

Eligibility criteria are as follows:

Age

- Not more than 23 years as on 31.03.2021.

Minimum Educational Qualification

- BE/ B Tech (all streams)
- 60% marks in X/SSLC, XII/HSC
- 60% marks in each semester(s)/ year(s) in first attempt
- Also required to pass the remaining semester/year with minimum 60% marks

In order to collect the Candidates profile in a uniform manner, we have developed a portal to update the candidate's details. The candidates are advised to Login by clicking "Apply here" in the given Link : <https://recruit.southindianbank.com/RDC/campus?campus=SSETK>

Further, in "Upload Documents Tab – Upload Certificates Option", the candidates are supposed to Upload the following documents (in a single file, maximum of 5 MB), in order to complete the document verification

1. College ID Card
2. Xth Mark List
3. XIIth Mark List
4. BE/ B Tech Semester wise Mark list (whichever Published)
5. BE/ B Tech Degree/ Provisional Certificate (If Published)

It is advised to intimate all the shortlisted candidates regarding the same.

In case of any clarifications required, kindly revert back to us.

Yours Faithfully,

Jenson Jose

Manager::Talent Acquisition Team

Human Resources Department

(An ISO 9001:2015 Certified Department)

Ph: 0487-2436653/ 9739665560

E-mail: careers@sib.co.in || jensonjose@sib.co.in

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 **SSETK - OT RESULTS.pdf**
358K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Tue, Jun 29, 2021 at 3:35 PM

[Quoted text hidden]

 **SSETK - OT RESULTS.pdf**
358K

sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Sat, Sep 4, 2021 at 8:16 PM

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

From: **CAREERS** <careers@sib.co.in>
Date: Tuesday, June 29, 2021
Subject: Online Test Results - Recruitment of Probationary Officers
To: sset@scmsgroup.org, varunmenon@scmsgroup.org

[Quoted text hidden]

 **SSETK - OT RESULTS.pdf**
358K



LIST OF PROVISIONALLY SELECTED CANDIDATES FOR THE
POST OF PROBATIONARY OFFICERS

SCMS SCHOOL OF ENGINEERING & TECHNOLOGY, KOCHI

It gives us immense pleasure to formally inform you that the following students from your institution have come out successful in the selection process held for the post of Probationary Officer.

SI NO.	REFERENCE ID	CANDIDATE NAME
1	N12906202100620	MILNA JAMES
2	N12906202100650	HONEY MANOJ
3	N12906202100902	VISHNU K B
4	N12906202101028	FEBIN C JOSE
5	N12906202101316	FAHAD BIN SHAHABUDHEEN
6	N12906202101318	RIZWANA YASMIN HASHIM
7	N12906202101356	SONA PETER

We congratulate the selected candidates and wish them a successful career with us. We also congratulate all those in the institution mentoring them to take up challenges ahead.



sset last name <sset@scmsgroup.org>

Re: Pearldata Direct Pvt Ltd - Campus Placement

25 messages

George Joseph <georgejoseph@scmsgroup.org>

Tue, Jun 22, 2021 at 9:47 AM

To: Mahadevan Iyer <mahadevan.iyer@pearladatairect.com>

Cc: Mythily Madhusudan <mythily.madhusudan@pearladatairect.com>, "Dr. Varun G Menon" <varunmenon@scmsgroup.org>, sset last name <sset@scmsgroup.org>

Dear Sir,

Please accept our heartfelt gratitude for the invaluable opportunity being offered to our students for them to kick start their careers, as you had mentioned your name is so familiar, probably once I see you I am sure I will for sure place you, we truly appreciate your kind initiative to rekindle the old association, it indeed is an honor to associate with your esteemed organization.

I have Prof. Dr. Varun Menon in the loop, though we both take care of placements, however he is based out of our engineering college and he would know all the details with regard to the number of students meeting the requisite criteria to take this forward from here.

As before I am based out of our Kalmassery campus also looking after the placements of our MBA & PGDM students.

We once again thank you and look forward to a long term association fruitful to both our organizations.

With Respectful Regards,

george joseph

Manager Corporate Affairs

SCMS Cochin School of BusinessMob. No.: 93 88 44 07 13 Website: www.scmsgroup.org

On Mon, Jun 21, 2021 at 6:47 PM Mahadevan Iyer <mahadevan.iyer@pearladatairect.com> wrote:

Hi George,

This is based on our discussion that we had today on the hiring of freshers from ASIET.

Pearldata Direct Pvt Ltd, is a group company of Lulu Financial Holdings, ADGM, Abu Dhabi, UAE. Pearldata Direct Pvt Ltd provides IT & IT Enabled Services to consumers and partners. We are located at Y Tower, 12/971-B, Civil Lane Road, Vazhakkala, Kakkanad, Kochi – 682030. We are hiring engineers to work on projects in Fintech & Retail Tech domains.

We would like to conduct a campus recruitment drive at your prestigious institute. Request you to kindly send us the list of students who would qualify the below given parameters.

- No Backlogs (All cleared till date can apply)
- Streams - CS, IT, ECE
- Mode of recruitment process - Online Test , Technical Interview, Final round - Panel Interview (HR & Leadership Team)

Please feel free to contact me if you need any further information. I understand that we are already late to conduct this drive and that the final sem exams are scheduled to start soon. Kindly advise on the best possible date to conduct the online test and interviews.

Thank you!

Regards,

Mahadevan



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SSET <sset@scmsgroup.org>

Mon, Jun 21, 2021 at 3:49 PM

To: Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

George Joseph <georgejoseph@scmsgroup.org>

Tue, Jun 22, 2021 at 9:49 AM

To: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>

Cc: sset last name <sset@scmsgroup.org>

Dear Sir,

Please take this from here, the trailing mail for B.Tech students

Regards,

george.joseph@scmsgroup.org
Placements
[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Tue, Jun 22, 2021 at 10:36 AM

To: Mahadevan Iyer <mahadevan.iyer@pearladatairect.com>

Cc: Mythily Madhusudanan <mythily.madhusudanan@pearladatairect.com>, SSET <sset@scmsgroup.org>, George Joseph <georgejoseph@scmsgroup.org>

Dear Mahadevan,

Thanks for the opportunity extended to our students. We are privileged to associate with your esteemed organization.

Could you please share the Job Description with all details which can be shared to the students. We will then get the list of interested students. Please mention the eligibility criteria and also which year passout students (2020 or 2021) the opportunity extended.

Looking forward to hearing from you.

Thanks and Regards,
Varun

[Quoted text hidden]

--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations - in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
Series Editor - IEEE Communications Standards Magazine
Technical Editor - Computer Communications Journal, Elsevier
Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter

Mahadevan Iyer <mahadevan.iyer@pearladatairect.com>

Thu, Jun 24, 2021 at 7:09 PM

To: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>

Cc: Mythily Madhusudanan <mythily.madhusudanan@pearladatairect.com>, SSET <sset@scmsgroup.org>, George Joseph <georgejoseph@scmsgroup.org>

Hi Varun,

Good to connect with you. I have attached herewith the Job description along with the technology stack that the fresh hires would be working on.

Kindly go through the same and let me know if you have any questions.

Regards,
Mahadevan



On Tue, Jun 22, 2021 at 10:36 AM Dr. Varun G Menon <varunmenon@scmsgroup.org> wrote:

CAUTION: -EXTERNAL EMAIL- This email originated from outside the organization. Do not click links or open attachments unless you validate the sender and know the content is safe. Please forward this email to InfoSec Team if you believe this email is suspicious

Dear Mahadevan,

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

2 attachments

Software Engineers_ Campus.pdf
185K

Software Engineers_ Campus.pdf
184K

SSET <sset@scmsgroup.org>

Thu, Jun 24, 2021 at 8:26 PM

To: Varun Menon G <varunmenon@scmsgroup.org>

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

From: Mahadevan Iyer <mahadevan.iyer@pearladatairect.com>

[Quoted text hidden]

2 attachments

Software Engineers_ Campus.pdf
185K

Software Engineers_ Campus.pdf
184K

George Joseph <georgejoseph@scmsgroup.org>

Fri, Jun 25, 2021 at 11:10 AM

To: Mahadevan Iyer <mahadevan.iyer@pearladatairect.com>

Cc: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>, Mythily Madhusudanan <mythily.madhusudanan@pearladatairect.com>, SSET <sset@scmsgroup.org>

Dear Sir,

Thanks and appreciate your prompt response, trust you find some talents fitting the bill.

With Respectful Regards,

george joseph
Manager Corporate Affairs
SCMS Cochin School of Business
Mob. No.: 93 88 44 07 13 Website: www.scmsgroup.org
[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: Mahadevan Iyer <mahadevan.iyer@pearladatairect.com>
Cc: Mythily Madhusudanan <mythily.madhusudanan@pearladatairect.com>, SSET <sset@scmsgroup.org>, George Joseph <georgejoseph@scmsgroup.org>

Fri, Jun 25, 2021 at 11:34 AM

Dear Sir,

Thank you for sharing the Job Description. I will share the same with the students and get the list of interested and eligible students and share with you soon.

Best Regards,
Varun

[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: Mahadevan Iyer <mahadevan.iyer@pearladatairect.com>
Cc: Mythily Madhusudanan <mythily.madhusudanan@pearladatairect.com>, SSET <sset@scmsgroup.org>, George Joseph <georgejoseph@scmsgroup.org>


Sun, Jun 27, 2021 at 10:48 PM

Dear Sir,

Please find the list of interested and eligible students for the placement drive. Hope you will inform me of further procedures. Students have university exams from 28th June to 7th July, so it would be better to schedule the placement test and interviews after the exams.

Thanks and Regards,
Varun

[Quoted text hidden]

 **Candidate list for PearlData Direct Pvt. Ltd..xlsx**
22K

Mahadevan Iyer <mahadevan.iyer@pearladatairect.com>
To: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>
Cc: Mythily Madhusudanan <mythily.madhusudanan@pearladatairect.com>, SSET <sset@scmsgroup.org>, George Joseph <georgejoseph@scmsgroup.org>

Mon, Jul 12, 2021 at 11:40 AM

Hi Varun,

Please see the tentative plan for the recruitment drive. Kindly let me know if this would work for the students. Once confirmed we will go ahead with this schedule.

Important Timelines

- Online Test – 17,18,19th July 2021
- Result Announcement – 21st July
- Technical & HR Interview – 22, 23, 24th July
- Final list of Selected candidates – Last week of July
- Expected Joining date – 10th -15th of August.

Other details of the online test platform will be shared once these timelines are confirmed.

Regards,
Mahadevan

[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: Mahadevan Iyer <mahadevan.iyer@pearladatairect.com>
Cc: Mythily Madhusudanan <mythily.madhusudanan@pearladatairect.com>, SSET <sset@scmsgroup.org>, George Joseph <georgejoseph@scmsgroup.org>, Jayanand B <jayanand@scmsgroup.org>

Mon, Jul 12, 2021 at 12:59 PM

Dear Mahadevan,

Thank you for the email. Can you please avoid 17th July as students have university project presentations on the day. All other dates are fine.

Regards,
Varun
[Quoted text hidden]

Mahadevan Iyer <mahadevan.iyer@pearladatairect.com>
To: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>
Cc: Mythily Madhusudanan <mythily.madhusudanan@pearladatairect.com>, SSET <sset@scmsgroup.org>, George Joseph <georgejoseph@scmsgroup.org>, Jayanand B <jayanand@scmsgroup.org>

Wed, Jul 14, 2021 at 9:01 PM

Hi Varun,

Please note that as published earlier we will be conducting the online test as part of the Campus recruitment process on the earlier mentioned dates. The details of the test are as follows.

Test Duration - 2 Hours

Starts on Jul 17, 2021 09:00 AM IST
Ends on Jul 19, 2021 07:00 PM IST

Information Needed - Final list of students with their **Full name & Personal email ID** who confirm to take the test. Request you to make sure that the students who are in the final list participate in the online test.

Other Instructions to Students

1. Ensure that students are attempting the test using the correct email ID.



sset last name <sset@scmsgroup.org>

Offer Status for Selected Students @ Pearldata Direct - Lulu Financial Group

Mythily Madhusudan <mythily.madhusudan@pearldatadirect.com>

Wed,

To: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>, sset last name <sset@scmsgroup.org>, Jayanand B <jayanand@scmsgroup.org>, abhijithultimate07@gmail.com, akhilthomas rahulkr390@gmail.com, gayathrivalsaraj27@gmail.com

Cc: Mahadevan Iyer <mahadevan.iyer@pearldatadirect.com>

Dear All,

Please be informed that we have released the offer letter for all the selected students today to their personal email ids. Kindly check

Date of joining would be 01 Sep 2021 at our Cochin office.

Requesting everyone to go through the offer letter and **revert back with acceptance on or before 06 Aug 2021**. Offer declining wouldn't be encouraging on the offer, hence give us the confirmation after discussing with family or close acquaintance.

Please don't hesitate to get in touch with me in case of any query.

Thanks & Regards,

Mythily M | HR Executive

Mob: +91 70343 10786, Landline: +91 484 418 7777

LinkedIn - <https://www.linkedin.com/company/pearldatadirect>

📍 Pearldata Direct Private Limited, Y Tower, Civil Line Road, Vazhakkala, Kakkanad, Kochi, Kerala 682 030

On Wed, 28 Jul 2021 at 13:40, Mythily Madhusudan <mythily.madhusudan@pearldatadirect.com> wrote:

Dear All,

Congratulations! This email is to inform you of the selected students list from your college for the Software Engineer role with Pearldata Direct - Lulu Financial Group. We strongly believe that your skills and expertise will help our company to reach great heights.

Offer and further details will be communicated by the first week of August. [Please refer to the list of selected students below.](#)

First Name	Last Name	Email ID	College	Final Interview Status
Abhijith	Chacko	abhijithultimate07@gmail.com	SSET	Selected
Akhil	Paul	akhilthomaspaul@gmail.com	SSET	Selected
RAHUL	K R	rahulkr390@gmail.com	SSET	Selected
Gayathri	V	gayathrivalsaraj27@gmail.com	SSET	Selected

Thanks & Regards,

Mythily M | HR Executive

Mob: +91 70343 10786, Landline: +91 484 418 7777

LinkedIn - <https://www.linkedin.com/company/pearldatadirect>

📍 Pearldata Direct Private Limited, Y Tower, Civil Line Road, Vazhakkala, Kakkanad, Kochi, Kerala 682 030

On Fri, 23 Jul 2021 at 13:07, Mythily Madhusudan <mythily.madhusudan@pearldatadirect.com> wrote:

Dear All,

Congratulations! You have been shortlisted for the final round of interview with Pearldata Direct - Lulu Financial Group.

Please be available for the scheduled interview **on Saturday, 24th July 2021** as per the allotted time.

Important instructions are as follows;

1. **Please join the interview link on-time. Kindly refer below schedule for respective student and only join the google meet link against your name in the allotted time.**
2. Make sure you have proper connectivity for the interview - **both audio and video should be smooth throughout the interview.**
3. Final round will be both technical as well as managerial round, hence please prepare accordingly.
4. **Please acknowledge this mail**

Abhijith	Chacko	abhijithultimate07@gmail.com	SSET	Shortlisted	10.30 am	meet.google.com/zsv-mwc
Akhil	Paul	akhilthomaspaul@gmail.com	SSET	Shortlisted	11.00 am	meet.google.com/neu-tteh
ANANYA	RAJESH	ananyarajesh33@gmail.com	SSET	Shortlisted	11.00 am	meet.google.com/cpm-iejt
RAHUL	K R	rahulkr390@gmail.com	SSET	Shortlisted	11.30 am	meet.google.com/qzo-iekq
Gayathri	V	gayathrivalsaraj27@gmail.com	SSET	Shortlisted	1.00 pm	meet.google.com/ijj-bthf-qj

Wishing you all the best!

Thanks & Regards,

Mythily M | HR Executive

Mob: +91 70343 10786, Landline: +91 484 418 7777

LinkedIn - <https://www.linkedin.com/company/pearldatadirect>

📍 Pearldata Direct Private Limited, Y Tower, Civil Line Road, Vazhakkala, Kakkanad, Kochi, Kerala 682 030

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04th August, 2021

Appointment Letter

**Ms. Gayathri V
SSET**

Dear Gayathri,

With reference to your application and subsequent interviews you had with us, we are pleased to make you an employment offer with **Pearldata Direct Pvt Ltd.**

Position : Software Engineer
Concept : Pearldata Direct Pvt Ltd
Location : Y Tower, Cochin

The General Terms and Conditions of Employment which you are to abide by during your entire tenure with the organization are enclosed herewith.

Your total emoluments will be as follows: Fixed remuneration of **INR 3,30,624.00 /- p.a.**
Details are enclosed in Annexure 1.

You are requested to read through the terms and conditions and sign the copy of this Appointment Letter with Annexure and return the same to us as a token of your acceptance.

We welcome you to **Pearldata Direct** and wish you a rewarding and successful career with us.

A handwritten signature in blue ink, appearing to read "K. S. S. S.", is written over a faint, light blue circular stamp or watermark.



General Terms & Conditions of Employment

1. You will be on probation for a period of six months from the date of your appointment. If your performance is found to be satisfactory during the probation period, your service will be confirmed for the position offered.
2. During the probationary period, if your services are not found satisfactory, the company reserves the right to extend or terminate the same without notice and without you being entitled to any remuneration in lieu of the notice or any other terminal benefits.
3. After written confirmation your services can be terminated by giving one month's notice or pay in lieu thereof with or without assigning any reason. In the event of Employee leaving the services of the Company, he shall give three-month notice to the Company or in lieu of notice period shall pay three-month current consolidated salary / Basic plus DA to the company.
4. Please note that this offer is subject to the Company obtaining satisfactory employment references. The company reserves the right to withdraw this offer, should the references be found to be unsatisfactory to the Management.
5. During the period of employment:
 - a) You are required to perform your work with due care and attention.
 - b) Carry out all orders and instructions of the employer in the performance of work or any other works considered as part of your responsibility.
 - c) Take care of all company equipment's / tools / property; undertake all that is necessary for its safekeeping and maintenance.
 - d) Return to the employer all company belongings, equipment's and unused materials given to you or placed under your care and supervision at the time of termination of employment.

A handwritten signature in blue ink, appearing to read "R. Shah", is written over a faint, light blue circular stamp.



Annexure 1

Peardata Direct Private Limited			
Name	Gayathri V		
Designation	Software Engineer		
Concept	Peardata Direct Private Limited		
Components		INR Monthly	INR Annually
A	Earnings		
	Basic Pay	12500.00	150000.00
	HRA	5000.00	60000.00
	Leave Travel Assistance	1250.00	15000.00
	Uniform Allowance	2000.00	24000.00
	Fuel Charge Reimbursement	1000.00	12000.00
	Meal Allowance	2500.00	30000.00
	Special Allowance	750.00	9000.00
	Total A	25000.00	300000.00
B	Retirals and Statutory Contributions		
	Provident Fund (Employer Contribution)	1951.00	23412.00
	Gratuity (Employer Contribution)	601.00	7212.00
	ESI (Employer Contribution)	0.00	0.00
	Total B	2552.00	30624.00
Total CTC (A+B)*		27552.00	330624.00
Note : Statutory Deductions are applicable on monthly salary mentioned above <ul style="list-style-type: none"> • Employee Provident Fund (Employee Contribution) 12% of INR 15,000/- • Employee State Insurance (Employee Contribution) 0.75% of the Gross Salary • Professional Tax (As per law) • TDS (As Applicable) • LWF (As per law) 			

DECLARATION

I have read and understood the offer and do hereby confirm that I accept all the terms and conditions mentioned in this letter. I also confirm that I will always abide by the rules and regulations of the company.

Employee Name :
Date :

Signature :

Ref.No- MPTH_CD2021-0379

Dear Ajil Jaison,

College Name: **SCMS School of Engineering and Technology.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum,** which would be effective 1st of subsequent month.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employees.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation.
- You are required to perform any role within Applications Tower of Mphasis - **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis.
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2021 passing out candidates anytime between June 1, 2021 to April 30, 2022. In the event you fail to respond to Mphasis within **15 days** of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

- a. PAN card
- b. Aadhar card
- c. Passport

d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team

Ref.No- MPTH_CD2021-0402

Dear Gayathri V,

College Name: **SCMS School of Engineering and Technology.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum,** which would be effective 1st of subsequent month.
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- c. Passport

d. All semester marks sheets and graduation certificate.

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team



Date: July 23, 2021

Anzu Merin John
Candidate ID: 24183790

Dear Anzu,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

Annexure 1

TOTAL Cost to Company Breakup (in INR)							
S.No	Particulars	Company's Investment	2022	2023	2024	2025	CTC over 4 jumps
1	On The Job Training	10,00,000*					
2	Total compensation on Joining		3,00,000				
3	1 st Performance linked Bonus (July 2022)		50,000**				
4	1st Jump - Jan 2023 Compensation Revision			5,00,000			
5	2 nd Performance linked Bonus (July 2023)			1,00,000**			
6	2nd Jump - Jan 2024 Compensation revision				7,00,000		
7	3 rd Performance linked Bonus (July 2024)				1,50,000**		
8	3rd Jump - Jan 2025 Compensation revision					10,00,000	
9	4 th Performance linked Bonus (July 2025)					2,00,000**	
10	Total Cost to Company (Training cost & salary over four jumps)						40,00,000
*This is cost incurred by Mu Sigma for providing on the job training and will not be paid in cash to employee							
**Performance linked Bonus pay-out as follows: <ul style="list-style-type: none"> • Top 20% performers get 200% of Bonus pay-out • Middle 30% performers get 100% of Bonus pay-out • Remaining 50% performers get 60% of Bonus pay-out 							

Notes

- Base fixed compensation over 4 jumps would be Rs. 25,00,000/-, additionally performance linked bonus over same tenure would range from Rs. 3,00,000 to Rs. 10,00,000. Accordingly, your total compensation over 4 jumps would be in the range of Rs. 28,00,000 to Rs. 35,00,000.
- Mu Sigma would be investing approx. Rs. 10,00,000 to provide critical training on building problem solving capability, business context and designing decision frameworks while using our Art of Problem Solving (AoPST™) ecosystem to solve real world problems of Fortune 500 organizations
- You should be on the rolls of the Company at the time of the payout to be eligible for the performance linked bonus. You will not be eligible for this payout if you have resigned/exited or are serving notice.

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CIN: U74140KA2005PTC036309



Date: July 23, 2021

Gayathri V
Candidate ID: 24184275

Dear Gayathri,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

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7	3 rd Performance linked Bonus (July 2024)				1,50,000**		
8	3 rd Jump - Jan 2025 Compensation revision					10,00,000	
9	4 th Performance linked Bonus (July 2025)					2,00,000**	
10	Total Cost to Company (Training cost & salary over four jumps)						40,00,000
*This is cost incurred by Mu Sigma for providing on the job training and will not be paid in cash to employee							
**Performance linked Bonus pay-out as follows: <ul style="list-style-type: none"> Top 20% performers get 200% of Bonus pay-out Middle 30% performers get 100% of Bonus pay-out Remaining 50% performers get 60% of Bonus pay-out 							

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CIN: U74140KA2005PTC036309



Date: July 23, 2021

Milna James
Candidate ID: 24183787

Dear Milna,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

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CIN: U74140KA2005PTC036309



sset last name <sset@scmsgroup.org>

UST On Campus Recruitment Drive - Pool Drive (Virtual) for 2021 Graduates

5 messages

Jenty Joy <jentyjoy@mbits.edu.in>

Tue, Apr 20, 2021 at 12:00 PM

To: lacement Cell MACE <placements@mace.ac.in>, Placement Cell MACE <tnpmace@gmail.com>, biju.skaria@mace.ac.in, ilahia icet <placement@icet.ac.in>, anilan r <anilanagri@gmail.com>, Argon David <tpc@mgmcet.ac.in>, MGMCollegeOfEngineering TPC <tpcmgmcollegeofengineering@gmail.com>, "Jose V. Mathew" <josevmathew@aisat.ac.in>, Sebin Jose <sebinjose@aisat.ac.in>, Vjctet Vjctet <vjctet@vjctet.org>, Vjc Mavin <placement@vjctet.org>, Placement Department TIST <placement@tistcochin.edu.in>, Placement TIST <placement.tist@gmail.com>, ELVIN KURUVILLA <elvin@visat.ac.in>, alazharplacementcell@gmail.com, SSET <sset@scmsgroup.org>, SNMIMT Placement <placement@snmimt.edu.in>, mahendraks@kmeacollege.ac.in, mhr.sh@kmeacollege.ac.in
Cc: Abin Sunny <abinmace@gmail.com>, jeena jacob <jeena.jacob4@gmail.com>, Seethal Idiculla <seethalidicullas@gmail.com>, basil98sunny@gmail.com

Dear Sir

Greetings to you

UST had consented to conduct a pooled drive for the 2021 Batch please find the mail from UST in this regard. Kindly collect the list from your college in the attached Excel format and send me the same on or before 27-April-2021

Dear Sir,

Greetings from UST !

We are happy to inform we are all set to launch our Campus Recruitment Drive for 2021 graduates. Due to COVID-19, this year we are moving the entire process virtually. We are happy to collaborate with you as the main POC and to conduct a pool drive in (tentatively) May, 2021. We are targeting a pool of 1500 candidates from this 2021 batch from various colleges across Kerala (who meets the below eligibility criteria). Request your help to get a list of candidates in the attached format on or before 27-April-2021, Tuesday

Eligibility Criteria

- Graduation: B.Tech / B. E
- Post-Graduation: MCA, M.Tech
- Stream: Computer Science, Information Technology, Information Science, Computer Application, Electronics, Electrical and all circuit branches
- Year of Passout: 2021 Graduates
- Back Logs: Maximum two backlog while attending the recruitment drive and no standing backlogs during the time of joining
- Cut Off Marks: Consistent academic track with 60 % or above / 6.4 CGPA or above (10th, 12th, Graduation, Post-Graduation)
- Work Location: Can be any location of UST Global

Recruitment Process – All the below mentioned three rounds will be conducted virtually.

- Online Test
- Technical Interview
- HR Interview

Once we receive the candidate list will plan the dates and communicate with you to take it forward.

--

Regards

Mr Jenty Joy

Head Corporate Relations & Placements

MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]

Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India- 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)

CTIPS (Kerala) Consortium of Technical Institutes for Placement Services

Mob +91 94466 10781,+91 9188825380

Location of MBITS <https://goo.gl/maps/APjCuqBygtu>



Candidate Template - UST Global.xlsx

81K

SSET <sset@scmsgroup.org>

Tue, Apr 27, 2021 at 11:10 AM

To: Jenty Joy <jentyjoy@mbits.edu.in>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Please find the attached list of 53 students for the UST placement drive. Sorry for the delay.

Thanks and Regards,

Varun

[Quoted text hidden]



Candidate Template - UST Global_SCMS.xlsx

30K

SSET <sset@scmsgroup.org>

Mon, Jul 5, 2021 at 10:15 AM

To: Jenty Joy <jentyjoy@mbits.edu.in>

Cc: Placement Cell MACE <placements@mace.ac.in>, Placement Cell MACE <tnpmace@gmail.com>, biju.skaria@mace.ac.in, ilahia icet <placement@icet.ac.in>, anilan r <anilanagri@gmail.com>, Argon David <tpc@mgmcol.ac.in>, MGMCollegeOfEngineering TPC <tpcmgmcollegeofengineering@gmail.com>, "Jose V. Mathew" <josevmathew@aisat.ac.in>, Sebin Jose <sebinjose@aisat.ac.in>, Vjcet Vjcet <vjcet@vjcet.org>, Vjc Mavin <placement@vjcet.org>, Placement Department TIST <placement@tistcochin.edu.in>, Placement TIST <placement.tist@gmail.com>, ELVIN KURUVILLA <elvin@visat.ac.in>, alazharplacementcell@gmail.com, SNMIMT Placement <placement@snmimt.edu.in>, "Mahendra K.S." <mahendraks@kmeacollege.ac.in>, "Mahendra K.S." <mhr.sh@kmeacollege.ac.in>, Abin Sunny <abinmace@gmail.com>, jeena jacob <jeena.jacob4@gmail.com>, Seethal Idiculla <seethalidicullas@gmail.com>, basil98sunny@gmail.com, Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir/Ma'am,

The campus interview results of those candidates who attended the interview of UST till 30th June 2021.

Kindly inform the students.

Thank You.

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

On Tue, Apr 20, 2021 at 12:00 PM Jenty Joy <jentyjoy@mbits.edu.in> wrote:

[Quoted text hidden]



On Campus Interview results UST.xlsx



sset last name <sset@scmsgroup.org>

On campus Interview results- UST

17 messages

Timi Abraham(UST,IN) <Timi.Abraham@ust.com>
 To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Fri, Aug 6, 2021 at 6:57 PM

Hello Sir,

Greetings from UST!

Thank you very much for allowing your students to attend our interview.

Please find the below results of students who attended online interview with us. Please share the results with students and confirm selected students willingness to join with us.

Candidate ID	Candidate Name	Mobile	Email	College	Status
23819792	Shojo Johnson	+91 9961914931	shojjohnson18@gmail.com	SCMS School of Engineering and Technology	Reject
23817852	Ajil Jaison	+91 9745957595	ajiljaison64@gmail.com	SCMS School of Engineering and Technology	Select
23822271	Milna James	+91 7594024669	jamesmilna22@gmail.com	SCMS School of Engineering and Technology	Select
23829556	Ardra Nair	+91 8086278731	ardra.souparnika@gmail.com	SCMS School of Engineering & Technology	Select
23822275	Anzu Merin John	+91 7902630344	amerinjohn@gmail.com	SCMS School of Engineering and Technology	Select
23819621	Rahul K R	+91 8075275443	rahulkr390@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Reject
23801419	Ananya Rajesh	+91 9747943749	ananyarajesh33@gmail.com	Recruitment Venue	Select
23803896	Shimil K Eldose	+91 9645842346	shimilkeldose05@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	No Show
23824324	Neal A Vinod	+91 7902539459	nealvinod7@gmail.com	SCMS School of Engineering and Technology	Select
23801362	Jayesh Mohan	+91 9645941667	jayeshmohan0@gmail.com	SCMS engineering collage ernakulam	Select
23821808	Gokul G Nadh	+91 9745635835	iamgokulgnadh@gmail.com	SCMS School of Engineering and Technology	Select
23819612	Maneesh Krishna M	+91 8281692433	maneeshappus@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Select
23819510	Rithwik S Menon	+91 7012715036	rithwikmenons@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Reject
23803837	Aravind J	+91 9496102309	aravindtekkot@gmail.com	SCMS School Of Engineering And Technology	Select
23818040	Fathimathul Kibthiya	+91 9188057209	fathimathulkibthiya@gmail.com	SCMS School of Engineering and Technology, Ernakulam	Reject
23820739	Vishnu Gopidas	+91 9400615915	vishnugopidas12@gmail.com	SCMS School of Engineering and Technology	Reject
23820241	Aishwarya Nandakumaravarma	+91 9400835315	varmaaishwarya3@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Select
23822760	Aswathy Gopalakrishnan	+91 8281343599	gitugp98@gmail.com	SCMS School of Engineering and Technology	Reject
23812524	Denny Jose C	+91 9446410071	dennycjose@gmail.com	SCMS School of Engineering and Teachnology	Reject
23812142	Vishnu Unnikrishnan	+91 8826180980	vishnuabl2@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Select
23818239	Geetika Gopinath	+91 8547022378	geetikagopinath99@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Reject
23825089	Sarath Sajan	+91 7907498200	sarathsajan1998@gmail.com	SCMS School of Engineering and Technology	No Show

Warm regards,



sset last name <sset@scmsgroup.org>

Suyati Technologies on campus Drive for 2021 batch from Pentagon Space Pvt Ltd Bangalore

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Sat, Jun 19, 2021 at 9:04 PM

Please sent to students non-placed and only one offer in 2021 CS,ECE,EEE (sutherland students also) Students can register in the link

Dear Placement Officer,
Greetings from Pentagon Space Pvt. Ltd
Trust you and your family are doing well.

Pentagon Space is a company that offers varied programs and courses for students and working professionals to succeed in their careers by upskilling their tech skills with niche technologies. We at Pentagon Space train our students in multitudinous aspects of future technologies such as Global Unified Artificial Intelligence, Machine Learning Engineer, Python Full Stack, Big Data and Java Full Stack. Pentagon Space has been founded to address the issues of technological drift that requires upskilling of Graduates and Working Professionals. At the same time, we aim at reaching out to all the tech enthusiasts in making high-end technology available at an affordable price. The vision, mission and goal of the company is oriented towards delivering the niche technologies to "Master The Future".

As per our discussion, it's our privilege to host an on campus drive for our reputed Client **Suyati Technologies- 2021 batch any 1 day next week**. Below are the drive details and JD.

Company name :Suyati Technologies

Job location : Kochi

Interview Location : Virtual

Job Role : Software engineering Trainee

Salary : 15k for 3months after that 3LPA

Qualification: BE/BTech

Branch : Strictly for CS / IS / IT / EEE / ECE

Yop: Only for 2021

Backlogs : No active backlogs allowed

Service agreement : 2years

Criteria : 10th and 12th 60 ,Degree 60

Skill : Good aptitude and programming skills

Interview process : 1 round online aptitude test 60min 60 questions combination of both General aptitude and Basics of C

Registration link : <https://bit.ly/3wGnkan>

Students who clear the interview process will be receiving a letter of intent from Suyati Technologies and should undergo 35 days dedicated training on dot net profile @ Pentagon Space. Post training there will be a technical round followed by Hr round from Suyati Technologies.

Note : This is purely a zero cost process and there will be no commercials involved in hiring / during , after training / and even after onboarding to Suyati Technologies.

--
Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
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Editorial Member - IEEE Future Directions Newsletter

SSSET <sset@scmsgroup.org>

Sun, Jun 20, 2021 at 10:55 AM

To: Aswin Remesh <aswinremeshch1@gmail.com>, Pooja Suresh <poojaspisharady@gmail.com>, Aaromal sujith <aaromalsujith01@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, agney.saidas7@gmail.com, ahalyabaiju542@gmail.com, ajserkt@gmail.com, AKASH NAMBIAR <akashmayoogham@gmail.com>, Akhil Paul <akhilthomasapaul@gmail.com>, alentbaburaj145@gmail.com, Alvin Jose <ajalvin007@gmail.com>, anaghakj1999@gmail.com, ANN AKKARA <annjakkara@gmail.com>, amerinjohn@gmail.com, Ardra Nair <ardra.souparnika@gmail.com>, arjun suresh <arjunsuresh1999@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, "Ashik. Mathew" <ashik.mathew.pjm@gmail.com>, mr ashil <ashilkb584@gmail.com>, dheeshnamd4u@gmail.com, veeyae stores <veeyaestores@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, k4krishnanath@gmail.com, maneesh krishna <maneeshhappus@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerceevee@gmail.com, nealvinod7@gmail.com, Premkrishna Sujit <prem.kitchu@gmail.com>, rahulkr390@gmail.com, Kannan TH <kannanth97@gmail.com>, robin abraham <abraham28rob@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, sneha nambiar <snehanambiarrockz@gmail.com>, Zohan james <sohanjames33@gmail.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Vikhnesh Krishna <vikhneshkrishna@gmail.com>, vichu.tycoon007@gmail.com, vinaydeo1999@gmail.com, vinaystephen1@gmail.com, vinilvarghesethecr7@gmail.com, vishnugopidas12@gmail.com, vishnu787vp@gmail.com, dennycjose@gmail.com, honeymanoj76@gmail.com, varmaishwarya3@gmail.com, amalpod1999@gmail.com, amalposeidon@gmail.com, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, aravinditekkot@gmail.com, ardraanil@gmail.com, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com, athulyakt69@gmail.com, dilukp1997@gmail.com, kipthiyasharief@gmail.com, geetikagopinath99@gmail.com, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, vpriyasajeevkumar@gmail.com, lakshmisree2244@gmail.com, tejasjc99@gmail.com, jomelthomas007@gmail.com, abishekjose1@gmail.com, akshay007ajith@gmail.com, amaldevmlal4@gmail.com, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anjali99vinod@gmail.com, christinthaanna06@gmail.com, aswinscorpion@gmail.com, aswinshaji1141@gmail.com, atulvenu666@gmail.com, elvintheakkanath@gmail.com, fathimaHussain24@gmail.com, iamgokulgnadh@gmail.com, harikrishnamg97@gmail.com, harikrishnanveluthattu@gmail.com, harithababu1998@gmail.com, jayeshmohan0@gmail.com, josephbabum1999@gmail.com, manulaby1999@gmail.com, rizanmohd234@gmail.com, mohammedawaz22@gmail.com, nakashfz19@gmail.com, rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, sai1079ofz@gmail.com, shibinmadathingal1998@gmail.com, shiyasshamz@gmail.com, shojojohnson18@gmail.com, sreelalm1999@gmail.com, tritinthomas@gmail.com, vishnuabl2@gmail.com, ayeeshwanand@gmail.com, Agatha Aji <agathaaji99@gmail.com>, nimishamanoj033@gmail.com, rosemolbiju15@gmail.com, Varun S nair <varunsnair99@gmail.com>, aksharakrajesh7@gmail.com, Arshik Antony <01antony.arshik@gmail.com>, Roshan Prasad <roshanp60@gmail.com>, Bestin Antu <bestinantunps@gmail.com>, Sayooj Suresh <sayoojsuresh.suresh6@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, anupa sebastian <anupasebastian1998@gmail.com>, Arundhathi A <arundhathiaa@gmail.com>, Anandharam S <aanandharam@gmail.com>, Anirudh Sasi <anirudhsasi60@gmail.com>, ajuzman65@gmail.com, Ashby Babu <ashby512881@gmail.com>, Aswin Anand <aswinachummu@gmail.com>, devzz <devika.99245@gmail.com>, Jithin George <jithinnetticadan@hotmail.com>, NIVEDYA K P <nivedyakp1999@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, Saeed Basheer

9/3/2021

SCMS Group of Institutions Mail - Suyati Technologies on campus Drive for 2021 batch from Pentagon Space Pvt Ltd Bangalore

<saeedvbasheer@gmail.com>, Sarath Aravind <asarath36@gmail.com>, Simon Saju <simonsaju1@gmail.com>, JANET JOBY <janetjobyc@gmail.com>, Misha George <jishamisha@gmail.com>, Jithin Michael <jithujesu@gmail.com>, Sumayya Suhail <anzam.suhail4321@gmail.com>, SONA PETER <sonachikku2000@gmail.com>, Gopika Manoj <gopikaarelilgm@gmail.com>, jamesmilna22@gmail.com

[Quoted text hidden]

Alvin Jose <ajalvin007@gmail.com>
To: SSET <sset@scmsgroup.org>

Tue, Aug 17, 2021 at 12:27 PM

[Quoted text hidden]

Your Name	Contact Number(Whats app)	Contact Number(On Call)
ANANYA RAJESH	8921283745	9747943749
Athira S Kumar	8606815379	9207615379
RAHUL K R	9526723470	8075275443
JYOTHIMOL K S	9645642873	9645642873
Alvin Jose	9747677576	9747677576
Muhammed Ilyas M.A	9048603721	9048603721
Arun Varghese	8078518723	8078518723
Shojo Johnson	9961914931	9961914931
Agney Saldas	8129131162	8129131162
Anitta Shaji	8078941825	8078941825
ASHNA SUSAN SAJI	9746909261	9746909261
Sandra Aliyas	7994407828	7994407828
Sandra Ann Jose	9496655963	9496655963
MANEESH KRISHNA M	8281692433	8281692433
Rahul Sathyan	7907890610	7907890610
Ajser Jumanudheen K T P	9.19809E+11	9.19809E+11
Justin Joseph	9072832470	9072832470
Nimmy Ann Nelson	8921067063	8921067063
Ashal M Joshy	7356480234	7356480234
SNEHA V P	7034905369	7034905369
Varsha B	7902715145	7902715145
NITHIN K V	9746134092	9746134092
Arya Vijayan	8281726013	8281726013
Ann Mariya Santhosh	9747642835	9747642835
Gokul G Nadh	9745635835	9745635835
Anjali K Saji	8078290065	8078290065
Mikhil Lal	9746992123	9746992123
Malavika R	7994514113	7994514113
Aisha Mehrin C T	8606004841	8606004841
Fiona Albert	9567478775	9567478775
Gourinandana N	9447242771	9447242771
Saraswathy S Nair	9074277160	9074277160
Krishna Madhusoodhanan	9.18114E+11	9.18114E+11
Ashna Baby	8111833150	8111833150
Lakshmipriya B	9495592205	9495592205
Abin Sojan	9074001834	8606975205
Tejas cj	8075797056	8075797056
Ansona Andrews	9744000438	9744000438
Sruthy Varghese	7907595477	7907595477
Aparna N Kartha	9497275338	9497275338
Helna Eldho	8078310372	8078310372
Ananthu Rajendran	8086525953	6238473587
Anjith P N	9656364865	6282001983

Ashifa yusafali AV	9645705015	9645705015
MEGHA SUNIL	8547415133	9061436571
Anjali v s	9744383519	9744383519
Aneena Shaji	6282179358	6282179358
GEETIKA GOPINATH	8547022378	9188072378
GAUTHAM M SANKAR	9526657032	9526657032
Swetha s nair	9.18922E+11	8921676150
Vishnu K R	9539572308	9539572308
Ananya Tresa Augustine	7573094964	7573094964
Femy Rose Paul	8078246347	8078246347
Aysha Dilna D.A	9567438118	9567438118
Subin Babu	7561098975	8075212256
Asna Yusafali	7356167745	7356167745
Krishnapriya pp	9061332319	9061332319
Anagha Gopi	9074796278	9074796278
Vishnuprasad r	8547746823	8547746823
Anjana M L	9048904004	8848609172
Anna Isabel John	8848398413	8848398413
Ansu mariam Kuruvilla	9496743246	9496743246
Arsha Paulose	7510343647	7510343647
Helna Skaria	9207573860	9207573860
Lakshmi S Kumar	8078740511	9961674097
Sreehari Prasad	7902339303	7902339303
SHIMIL K ELDOSE	9645842346	9645842346
Norin George	9207057626	9207057626
Athul Aravind K	9656362016	9656362016
Maya Thampi	8547783061	8086224932
Vishnu Gopidas	9400615915	9400615915
Ansu George	9207895142	9207895142
Megha Sarah Ajay	9188055874	9188055874
Alby Johnson	8078520300	8078520300
Vismaya N S	8848180138	8848180138
Abhisha Mathew	9.18079E+11	9.18079E+11
Smera S	8078232313	8078232313
Anakha J Nair	8129549277	9526826019
TESLIYA SHAJI	9207640722	9207640722
Arun Tomy	9400382269	9400382269
Sanekamol Saji	8921399580	8921399580
VISHAL V KURUP	7907625564	7034461699
Chanjal Thomas	8078746659	8078746659
Jess Mathew	7909221611	7909221611
Aswin K Kumar	9562973858	9562973858
AKZA C VARGHESE	9995172143	9995172143
Aishwarya Nandakumaravarm	9400835315	9400835315
Amrutha Satheesh	7306884817	7306884817
Anu Anna Judson	9207510574	9207510574
Sona Aravindan	9961916932	9961916932

Tincy Maria Thomas	8075512879	8075512879
SIDHARTH K DINESAN	9.19401E+11	9400642039
JERIN JACOB ALIAS	9496406077	9496406077
Alan Sebastian	9447180417	9447180417
Sameena S	8589063664	9744571741
ANN MARIYA JOJO	9847827539	9847827539
Darwin Cabral	9895450507	9895450507
Anjali P	9207615035	8590988671
Herald K Martin	8137859636	8921387392
BASIL SAJI	8281637895	8281637895
Aleena Varghese	9947059198	9947059198
Archana N R	9446325370	9744083893
ROSE MARY BENEDICT	9747201658	8304928547
Vysakh V Namboothiri	8156861624	8156861624
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Boney M Varghese	9.19061E+11	9.19061E+11
Gayathri V	8921873799	8921873799
Rahul Johny	8943625599	8943625599
Sangeeth Surendran	8281990844	9544173284
Justin Reji	7902795161	7902795161

Enter College Full Name	Degree University	College Studied Location	Graduation Year of Pass out
SCMS college of engineering	BTECH	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	ERNAKULAM	2021
St.Gits College of Engineering	APJ Abdul Kalam Technological University	KOTTAYAM	2021
SCMS college of engineering	APJ Abdul Kalam Technological University	Karukutty,	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	Apj abdul kalam technological university	Ernakulam	2021
SCMS college of engineering	KTU	ERNAKULAM	2021
SCMS college of engineering	APJ Abdul Kalam Kerala Technological University	Kannur	2021
Viswajyothy College of Engineering.	KTU	Vazhakulam	2021
St.Gits College of Engineering	Kerala Technological university	kottayam	2021
Viswajyothy College of Engineering.	KTU	Vazhakulam	2021
Baselios Mathews II College of Engineering, Kerala	APJ Abdul kalam technical university	Kollam	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Ernakulam	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Vazhakulam	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Ernakulam	2021
Albertian Institute of Science & Technology	APJ Abdul Kalam Technological University	Ernakulam	2021
Viswajyothy College of Engineering.	Kerala Technological University	Ernakulam	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	ERNAKULAM	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
MGM college of Engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	PAMPAKU	2021
Albertian Institute of Science & Technology	APJ Abdul Kalam Technological University	kalamassery	2021
Viswajyothy College of Engineering.	Kerala Technological University	Vazhakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady,Ern	2021
SCMS college of engineering	APJ Abdul Kalam Technological University	Angamaly	2021
Muthoot Institute of Technology	KTU	Ernakulam	2021
Muthoot Institute of Technology	A P J Abdul Kalam Technological University	Ernakulam	2021
Rajagiri School of Engineering & Technology	KTU	Kakkanad	2021
Adi Shankara Institute of Engineering and Technology	Kerala technical university	Kalady	2021
Toch Engineering College	APJ Abdul Kalam Technological University	Cochin	2021
Viswajyothy College of Engineering.	A P J Abdul Kalam Technological University	Vazhakulam	2021
Viswajyothy College of Engineering.	KTU	Vazhakulam	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Technological University	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	vazhakulam	2021
St.Gits College of Engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	KOTTAYAM	2021
SCMS college of engineering	APJ Abdul Kalam University	Ernakulam	2021
Toch Engineering College	Kerala Technological University	Ernakulam	2021
Viswajyothy College of Engineering.	A P J Abdul Kalam Technological University	Vazhakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady, Ern	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Vazhakulam	2021
St.Gits College of Engineering	A P J Abdul Kalam technological university	Kottayam	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Muvattupuzha	2021

Rajagiri School of Engineering & Technology	APJ Abdul Kalam university	Ernamkula	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdulkalam technical un	Kalady, Err	2021
Baselios Mathews II College of Engineering, Kerala	KTU	Sasthamco	2021
MBITS Engineering College	APJ Abdul Kalam Technologi	Kothamang	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOI	ERNAKULA	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technologi	Ernakulam	2021
MGM college of Engineering	Kerala technical University	Pampakud	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
Albertian Institute of Science & Technology	APJ Abdul Kalam Technologi	Kalamasse	2021
Rajagiri School of Engineering & Technology	Abdul kalam Technological U	Kakkanad,	2021
Muthoot Institute of Technology	APJ Abdul Kalam Technologi	Ernakulam	2021
Amal Jyothi College of Engineering	Kerala Technological univers	Kanjirappa	2021
Rajagiri School of Engineering & Technology	Ktu	Kochi	2021
MGM college of Engineering	Ktu	Pambakud	2021
Muthoot Institute of Technology	KTU	Varikoli	2021
SCMS college of engineering	APJ Abdul Kalam Technologi	Ernakulam	2021
MGM college of Engineering	APJ Abdul Kalam Technologi	Pampakud	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
St.Gits College of Engineering	Ktu	Kottayam	2021
Viswajyothy College of Engineering.	B.Tech	Vazhakula	2021
MBITS Engineering College	APJ ABDUL KALAM TECHNOI	NELLIMAT	2021
Toch Engineering College	APJ ABDUL KALAM UNIVERS	Arakkunna	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
SCMS college of engineering	KTU	ANGAMAL	2021
Muthoot Institute of Technology	KTU	Varikoli	2021
Baselios Mathews II College of Engineering, Kerala	KTU	Kollam	2021
Baselios Mathews II College of Engineering, Kerala	APJ Abdul Kalam technolog	Sasthamco	2021
SCMS college of engineering	APJ Kerala Technological Un	Karukutty,	2021
Toch Engineering College	A P J Abdul Kalam Technolog	Arakkunna	2021
St.Gits College of Engineering	KTU	Kottayam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Mattor, Ka	2021
Rajagiri School of Engineering & Technology	APJ ABDUL KALAM UNIVERS	Kochi	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Technical U	Kochi	2021
Rajagiri School of Engineering & Technology	APJ Abdul kalam technolog	Ernakulam	2021
St.Gits College of Engineering	APJ Abdul Kalam Technologi	Kottayam	2021
Viswajyothy College of Engineering.	APJ ABDUL KALAM TECHNOI	Muvattupu	2021
Rajagiri School of Engineering & Technology	Btech	Kakanad	2021
Amal Jyothi College of Engineering	APJ Abdul Kalam Technologi	Kanjirapall	2021
Muthoot Institute of Technology	APJ Abdul Kalam Technologi	ERNAKULA	2021
Muthoot Institute of Technology	APJ Abdul Kalam Technologi	Puthencruz	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam University	VAZHAKUL	2021
Amal Jyothi College of Engineering	APJ Abdul Kalam Technologi	Kottayam	2021
Baselios Mathews II College of Engineering, Kerala	Abdul Kalam Technological U	Kollam	2021
SCMS college of engineering	APJ Abdul kalam Technologi	SCMS SCH	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technologi	Vazhakula	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam technolog	Kalady	2021
Toch Engineering College	APJ Abdul Kalam Technologi	Mulanthur	2021

Rajagiri School of Engineering & Technology	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Ernakulam	2021
MBITS Engineering College	APJ Abdul Kalam Technological University	Nellimattoor	2021
ToCH Engineering College	KTU	ARAKKUNANGAL	2021
Viswajyothy College of Engineering.	Ktu	Muvattupuzha	2021
Albertian Institute of Science & Technology	A P J Abdul Kalam Technological University	Kochin	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Technological University	ERNAKULAM	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Kerala Technological University	Kakkanad	2021
MGM college of Engineering	KTU	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
MGM college of Engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	PAMPAKU	2021
Adi Shankara Institute of Engineering and Technology	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Kalady	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady, Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Kerala Technological University	Kochi	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Muvattupuzha	2021
Albertian Institute of Science & Technology	B.Tech	Kochi	2021
SCMS college of engineering	APJ Abdul Kalam Technological University	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady	2021
Rajagiri School of Engineering & Technology	Kerala Technological University	Kakkanad,	2021
Amal Jyothi College of Engineering	APJ Abdul Kalam Technological University	Kanjirapalli	2021



sset last name <sset@scmsgroup.org>

Wipro NLTH 2021 Registrations Announced: Register Now

3 messages

SSET <sset@scmsgroup.org>

Thu, Dec 10, 2020 at 10:52 PM

Bcc: Aaromal sujith <aaromalsujith01@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, Abhijith Vijayan <vijayanabhijith4@gmail.com>, agneyaagu77@gmail.com, ahalyabaiju542@gmail.com, Ajay Santhosh <ajaysan2017@gmail.com>, Ajil Jaison <ajiljaison64@gmail.com>, ajserktp@gmail.com, AKASH NAMBIAR <akashmayoogham@gmail.com>, Akhil Paul <akhil.paul@ymail.com>, aksharakrajesh7@gmail.com, alentbaburaj145@gmail.com, Alvin Jose <ajalvin007@gmail.com>, Ameena Azad <ameena7736azad@gmail.com>, anaghakj1999@gmail.com, Anandharam S <aanandharam@gmail.com>, Anirudh Sasi <anirudhsasi60@gmail.com>, taurainpearl04@gmail.com, ANN AKKARA <annjakkara@gmail.com>, anupa sebastian <anupasebastian1998@gmail.com>, amerinjohn@gmail.com, Ardra Nair <ardra.souparnika@gmail.com>, ajusman65@gmail.com, arjun suresh <arjunsuresh1999@gmail.com>, Arshik Antony <01antony.arshik@gmail.com>, arundhathiaa@yahoo.in, Ashal M Joshy <aashalmariya123@gmail.com>, Ashby Babu <ashby512881@gmail.com>, "Ashik. Mathew" <ashik.mathew.pjm@gmail.com>, mr ashil <ashilkb584@gmail.com>, Aswin Anand <aswinachuammu@gmail.com>, Aswin Remesh <aswinremeshch1@gmail.com>, devzz <devika.99245@gmail.com>, dheeshnamd4u@gmail.com, Divya Sabu <divya13499@gmail.com>, veeyae stores <veeyaestores@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Ijaz Madathiparambil <ijazanwar48@gmail.com>, Jiso Jose <jisojose6@gmail.com>, JIYA BENNY <jiyabenny1999@gmail.com>, Joel Mathew paul <joelmathewpaul007@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, Kavitha K K <kavithavanchoorakalam@gmail.com>, Aditya Manoj <adityamnj@gmail.com>, k4krishnanath@gmail.com, Malavika K Nair <malavika.knair@gmail.com>, maneesh krishna <maneeshappus@gmail.com>, Mariya Raphel <marjith347@gmail.com>, Meera C Anil <meeracani1.444@gmail.com>, jamesmilna22@gmail.com, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerceevee@gmail.com, Neal Vinod <nealvinod71@gmail.com>, nimishamanoj033@gmail.com, nivedyakp1999@gmail.com, PARVATHI JOSHY <parvathijoshi09@gmail.com>, Pooja Suresh <poojaspisharady@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, rahulkr390@gmail.com, Kannan TH <kannanth97@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, robin abraham <abraham28rob@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, rosemolbiju15@gmail.com, Roshan Prasad <roshanp60@gmail.com>, Saeed Basheer <saeedvbasheer@gmail.com>, Saranya Mukundan <saranyasaaru99@gmail.com>, Sarath Aravind <asarath36@gmail.com>, sarathnair30@gmail.com, sarath j <jsarathkaralmanna@gmail.com>, Shallet Mary <shalletmary1999@gmail.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, Shravan Manoj <shravanmanoj911@gmail.com>, Simon Saju <simonsaju1@gmail.com>, sneha nambiar <snehanambiarrockz@gmail.com>, Zohan james <sohanjames33@gmail.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, anzam.suhail4321@gmail.com, swathy harish <swathyharish.5@gmail.com>, thomasvilangadan1998@gmail.com, Varun S nair <varunsnair99@gmail.com>, Vikhnesh Krishna <vichu.tycoon007@gmail.com>, vinaydeo1999@gmail.com, Vinay Stephen <vinaystephen1@gmail.com>, Vinil Varghese <vinilvarghesethecr7@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>, Vishnu Prasad <vishnu787vp@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, agathaaji99@gmail.com, varmaaishwarya3@gmail.com, dO Or DiE <amalpod1999@gmail.com>, Amal Ashwin <amalposeidon@gmail.com>, ANAGHA SUJITH <anagha16sujith@gmail.com>, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, aravindittekkot@gmail.com, Ardra Anil <ardraanil@gmail.com>, asishashok98@gmail.com, Aswathy Gopalakrishnan <achuashy@gmail.com>, tsathira2112@gmail.com, athulyakt69@gmail.com, Bestin Antu <bestinantunps@gmail.com>, dennycjose@gmail.com, dilukp1997@gmail.com, kipthiyasharief@gmail.com, geetikagopinath99@gmail.com, gokulmdas99@gmail.com, gopikaarellilgm@gmail.com, Honey Manoj <honeymanoj76@gmail.com>, janetjobyc@gmail.com, krishnaganesh1417@gmail.com, krishnapriyajayakumar1@gmail.com, navyamartin06@gmail.com, Vishnupriya Sajeekumar <vpriyasajeekumar@gmail.com>, Sarath Sajan <sarathsajan1998@gmail.com>, sonachikku2000@gmail.com, lakshmisree2244@gmail.com, tejas cj <tejascj99@gmail.com>, vishnukm147@gmail.com, jomelthomas007@gmail.com, abishek jose <abishekjose1@gmail.com>, Akshay Ajith <akshay007ajith@gmail.com>, amaldevmlal4@gmail.com, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anjali99vinod@gmail.com, anna christintha <christinthaanna06@gmail.com>, Aswin S Kumar <aswinscorpion@gmail.com>, aswinshaji1141@gmail.com, atulvenu666@gmail.com, bharath kr <bharathkadungoth@gmail.com>, Elvin George <elvinthekkanath@gmail.com>, Fathima Hussain <fathimaHussain24@gmail.com>, iamgokulgnadh@gmail.com, harikrishnamg97@gmail.com, Harikrishnan Veluthattu <harikrishnanveluthattu@gmail.com>, harithababu1998@gmail.com, jayesh mohan <jayeshmohan0@gmail.com>, josephbabum1999@gmail.com, manulaby1999@gmail.com, Misha George <jishamisha@gmail.com>, munna rizan <rizanmohd234@gmail.com>, mohammedawaz22@gmail.com, nakashfz19@gmail.com, rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, sai1079ofz@gmail.com, Sayooj Suresh <sayoojsuresh.suresh6@gmail.com>, shibin M S <shibinmadathingal1998@gmail.com>, Shiyas Shams <shiyasshamz@gmail.com>, Shojo johnson <shojjohnson18@gmail.com>, sreelalm1999@gmail.com, tritinthomas@gmail.com, Vishnu Unnikrishnan <vishnuabl2@gmail.com>, aishwarya anand <ayeeshwanand@gmail.com>

Dear Students,

Wipro is conducting Elite National Talent Hunt for 2021 engineering students.

Register at the earliest for the drive.

Please find the details given below.

Overview

Elite National Talent Hunt 2021 (NTH) is a fresher's hiring initiative to attract the best of 2021 engineering talent across the country. The objective of this initiative is to enable an equal opportunity for employment to the most deserving talent from Computer Science, Information Technology & Circuital Engineering streams in India. An enthusiastic engineering candidate should not miss this opportunity to be part of an exciting journey with Wipro!

Registration for Elite NTH 2021 is open from 10th December 2020.

Online assessment will be tentatively held between: 18th January 2021 – 23rd January 2021.

Eligibility Criteria

Education

- 10th Standard: 60% or above
- 12th Standard: 60% or above
- Graduation: 65% or CGPA Equivalent to 65% or above as applicable by the university guidelines

Year of Passing

- 2021

Qualification

- B.E./B.Tech / 5 years Integrated-M.Tech

Branch of Study

- CS/IT/Circuital

Designation

- Project Engineer

Compensation

- INR 3.50 lacs per annum

Service Agreement

- Applicable for 12 months post joining @ INR 75,000 on pro rata basis

Other Criteria

- Maximum of 3 years of education gap, if any, is allowed between 10th and graduation.
- Should be from a Full-time Degree course recognized by the Central/State Government of India.
- All Arrears and backlogs need to be cleared at the time of selection process.

- Candidates who have participated in any selection process held by Wipro in the last six months are not eligible.
- Should be an Indian Citizen or should hold a PIO or OCI card, in the event of holding a passport of any other country.
- Bhutan and Nepal Nationals need to submit their citizenship certificate.

Selection Process

Every eligible candidate must go through below online assessment, below details appended for your reference.

Online Assessment (128 minutes) comprising of 3 sections:

- Aptitude Test – Logical Ability, Quantitative Ability , English (verbal) Ability.
Duration: 48 mins
- Written Communication Test – Essay writing. Duration: 20 mins
- Online Programming Test – Two programs for coding.
Duration: 60 mins
Candidate can chose any one of programming language for coding test: Java, C, C++ or Python

Last date to apply: **5th January 2021**

Visit and apply: <https://careers.wipro.com/elite>

Online assessment will be tentatively held between: 18th January 2021 – 23rd January 2021.

It is entirely the responsibility of Wipro to permit/limit the participation of each candidate in the Elite National Talent Hunt 2021 recruitment process.

After passing the online tests, candidates will have to go through a Technical Interview and HR interview.

Reservations Parameters and selection procedure belongs solely to the discretion of Wipro. Wipro is not obligated to disclose any information at any stage of the selection process. Wipro also reserves the right to make an initial offer if the provisionally selected candidate does not meet certain conditions, which are a prerequisite for employment. Wipro also reserves the right to be held liable to any candidate if he/she is found to be involved in any illegal activity, for example: misperception, fraud, production of illegal documents, etc.

Wipro will inform candidates about the results of the recruitment by individual e-mails or other means of communication provided by individual candidates.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

If you have any questions/concerns, please contact manager.campus@wipro.com with the subject "Elite NTH 2021" and the same will be responded to within 3 working days.

Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology



sset last name <sset@scmsgroup.org>

Fwd: Service Desk Opportunity - 2021 Engineering Graduates

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Mar 23, 2021 at 11:08 AM

Dear student,

Please find below the placement opportunity provided for 2021 passing out (B.Tech all branches) by **Wipro**. Kindly note that this is a Service Desk opportunity with a salary of 2.2 Lakhs Per Annum.
The registration link along with the details is given below.

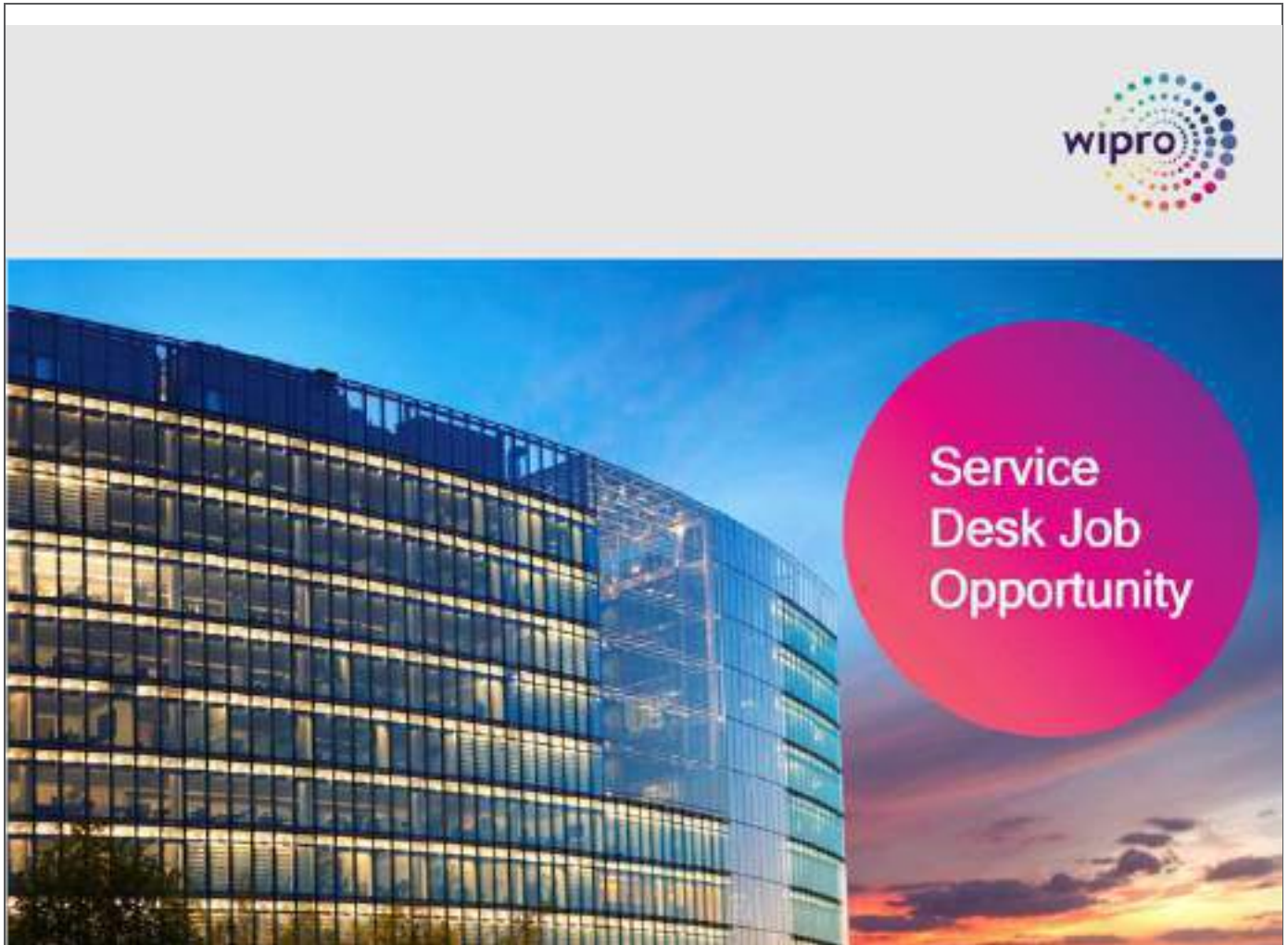
----- Forwarded message -----

From: <campus.servicedesk@wipro.com>

Date: Tue, Mar 23, 2021 at 10:38 AM

Subject: Service Desk Opportunity - 2021 Engineering Graduates

To: <campus.servicedesk@wipro.com>

**Service Desk Opportunity | Engineering Graduates**

Dear Academic Partner,

Greetings from Wipro!

We hope you are safe amidst the prevailing COVID-19 pandemic situation. We are soliciting registrations for Engineering 2021 Graduates for Service Desk opportunity.

You are requested to share this opportunity with your students so that they can commence their career with Wipro!

	Service Desk Opportunity for Freshers
Qualification/ Degree	BE/B.Tech - Any stream No Diploma/ME/M.Tech/MBA/MCA/MSc
Eligibility	10th or equivalent : Pass 12th or equivalent : Pass Graduation : Pass (Should have done the Graduation only from the colleges accredited by MHRD , UGC and AICTE)
Year of Passing	2021- max 3 years of GAP in education allowed (10th to graduation). No Gaps are allowed in Graduation period. Graduation should be completed within 4 years from the start of the Graduation.
Selection Process	Preliminary Screening Technical Interview HR interview
Job Description	Basic Computer knowledge to troubleshoot desktop, laptop and answering support queries via phone, email, Chat and Web. Excellent communication skills required as you will work in International Voice Support. Managing data and implementing changes, providing employees/Clients with guidance in handling difficult or complex problems or in resolving complaints. Responding in a timely manner to service issues, request, and take care of the complete operations. Troubleshoot system and network problems, diagnosing and solving hardware or software faults Provide support, including procedural documentation & relevant reports Support the rollout of new applications and manage many open cases at one time and provide accurate information on IT products or services Willing to work in a 24*7 environment (Rotational shifts/5 Days a week)
Compensation	2.2 Lakhs Per Annum
Other Criteria	Candidates must have a full-time degree course recognized by the Central/ State Government of India. All arrears and backlogs need to be cleared at the time of selection process. Candidates should have completed all exams/ viva-voice/ training and should not have any pending attendance requirement with the college. Candidates must not have more than three years of gap in education between 10th and graduation. Candidates must be willing to work in a 24*7 shift environment and relocate to any location within India. Candidates who have participated in service desk selection process held by Wipro earlier are not eligible.

Kindly inform the candidates to fill the below registration form completely and click on submit button for successful completion of registration process.

Service Desk Engineering: [Click here to apply](#)

Looking forward to receive your registrations!!

Regards,

Global Campus Hiring Team

Wipro Limited

Please do not reply to this email. Replies to this email address are routed to an unmonitored mailbox.

It is entirely the responsibility of Wipro to permit/limit the participation of each candidate in the Service Desk 2021 recruitment process. Reservations Parameters and selection procedure belongs solely to the discretion of Wipro. Wipro is not obligated to disclose any information at any stage of the selection process. Wipro also reserves the right to make an initial offer if the provisionally selected candidate does not meet certain conditions, which are a prerequisite for employment. Wipro also reserves the right to be held liable to any candidate if he/she is found to be involved in any illegal activity, for example: misperception, fraud, production of illegal documents, etc.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com.



Thanks & Regards,
Service Desk Hiring - Manager
Global Campus Hiring Team



Thanks & Regards,
Service Desk Hiring - Manager
Global Campus Hiring Team

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--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*
Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
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Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

Wed, Mar 24, 2021 at 10:30 AM

To: abhijith chacko <abhijithultimate07@gmail.com>, anaghakj1999@gmail.com, amerinjohn@gmail.com, Ardra Nair <ardra.souparnika@gmail.com>, Akhil Paul <akhilthomaspaull@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, "Ashik. Mathew" <ashik.mathew.pjm@gmail.com>, mr ashil <ashilkb584@gmail.com>, Divya Sabu <divya13499@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, maneesh krishna <maneeshappus@gmail.com>, jamesmilna22@gmail.com, nealvinod7@gmail.com, nimishamanoj033@gmail.com, rahulkr390@gmail.com, rosemolbiju15@gmail.com, Sarath Amay Nair <sarathnair30@outlook.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Varun S nair <varunsnair99@gmail.com>, Vinil Varghese <vinilvarghesethecr7@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, varmaaishwarya3@gmail.com, dO Or DiE <amalpod1999@gmail.com>, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, Anjana K Saju <anjanaksaju97@gmail.com>, aravindittekot@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com, athulyakt69@gmail.com, dilukp1997@gmail.com, kipthiyasharief@gmail.com, geetikagopinath99@gmail.com, navyamartin06@gmail.com, lakshmisree2244@gmail.com, abishek jose <abishejkose1@gmail.com>, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anna christintha <christinthaanna06@gmail.com>, Aswin S Kumar <aswinscorpion@gmail.com>, Elvin George <elvintheakkanath@gmail.com>, Fathima Hussain <fathimaHussain24@gmail.com>, iamgokulgnadh@gmail.com, harikrishnamg97@gmail.com, Harikrishnan Veluthattu <harikrishnanveluthattu@gmail.com>, harithababu1998@gmail.com, jayesh mohan <jayeshmohan0@gmail.com>, josephbabum1999@gmail.com, munna rizan <rizanmohd234@gmail.com>, mohammedawaz22@gmail.com, rajeshwaryvenugopal07@gmail.com, Shiyas Shams <shiyasshamz@gmail.com>, Abdul basith basith <basithabulbasith275072@gmail.com>, ccabhilash20@gmail.com, Akhil Saji <akhilsaji27@gmail.com>, akshayrko.j@gmail.com, albi george <albigorge2012@gmail.com>, alkkeshkrishnatb@gmail.com, amalkrishnalassery@gmail.com, Anandhukrishna Op <anandhu2724@gmail.com>, സാമുവേൽ യാത്രികൻ aka azura <arjunsonu1999@gmail.com>, Ashish George Biju <ashish.george.biju@gmail.com>, Ashwin B <ashwinbvishnu@gmail.com>, Aswathy Sairam <aswathy0124@gmail.com>, Freak Bro <aswinshaj@gmail.com>, silentbrynetom@gmail.com, DIXON PAUL <dxnpaulthekkanath@gmail.com>, fahadshihab@gmail.com, Febin C Jose <febinjosec98@gmail.com>, hariprasadk665@gmail.com, ivansdavis107@gmail.com, 007jeffn013@gmail.com, jerin jose608@gmail.com, jeswin thomas <jeswinkthomas@gmail.com>, Joel Francis <joelf1999@gmail.com>, JOHN PAUL <johnpaulkulangara@gmail.com>, Kiran Sanath <32kiransanath.ks@gmail.com>, Kurian Paul <kurianpaulp007@gmail.com>, Mahesh Nair <maheshnair2311@gmail.com>, Manu Krishna <manusdk22@gmail.com>, mohammedsharookbn@gmail.com, Muhammed Askar ali <askaraliurothodi@gmail.com>, Sabari Vishnu P <sabarivishnu99@gmail.com>, Ragin krishna <raginkrishna59@gmail.com>, Rahul Sanjay <rahulsanjay520003@gmail.com>, Rohith Biju <rohithbiju99@gmail.com>, Sebin AB <sebinab33@gmail.com>, sreeharsh28012000@gmail.com, Sreeram Dev <sreeram.dev3@gmail.com>, varun b <varunbalan99@gmail.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Mar 24, 2021 at 10:57 AM



Wipro Campus Update_LOI

Inbox



Campus HR Team Yesterday

to me ▾



August 18, 2021

Dear Akhil Paul ,
Resume Number - 21 [REDACTED]

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.



APPOINTMENT LETTER

August 27, 2021

Dear HISANA TY,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

I HISANA TY, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: HISANA TY

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

August 31, 2021

Dear RITHWIK MENON ,
Resume Number - 20899325

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below.
Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
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Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004



APPOINTMENT LETTER

September 10, 2021

Dear Ashil Basheer,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

I Ashil Basheer, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Ashil Basheer

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV



sset last name <sset@scmsgroup.org>

Fwd: Campus Placement_Innovature

18 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

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

From: **Shehersada P Kader** <shehersada.kader@innovaturelabs.com>
Date: Mon, Feb 1, 2021, 6:30 PM
Subject: Campus Placement_Innovature
To: <varunmenon@scmsgroup.org>
Cc: Vincy C V <vincy@innovaturelabs.com>

Dear Varun,

Greetings from Innovature !!

We are pleased to inform you that our company is ready to offer campus placements for efficient graduates from your college. We, **Innovature** (<https://innovature.ai/>), are an Inform consulting and services company focusing on high-quality IT solutions. At Innovature labs, we believe that the future is all about continuous innovation, and as experienced IT solution providers, we offer our customer's critical IT decisions by implementing innovative IT solutions that drive our customer's successful business models.

We are planning to conduct Campus Recruitment for 2021 pass out students across Kerala. We are looking for technical background students for the **Software Developer** position for **Cochin** office. We offer different positions for freshers based on their skills. Our mission is to secure capable graduates and train them to exceed their limits. We are interested to have a our campus recruitment program and the conditions of our placements.

We are conducting a selection process during the month of February 2021. **If you are interested in the same kindly allow us to know your convenient date and time for se our Infopark office for conducting the written test**, please write to us at hr@innovaturelabs.com or call @ 9400903656. We will explain the Interview Process after hearing from

We look forward to your confirmation.

--

Shehersada P Kader

HR - Associate



t: +91-484-4038120
m: 9400903656
w: <https://innovature.ai>
f i n t l



Disclaimer:- The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this email. Please notify the sender immediately and destroy all copies of this message and any attachments. The views expressed in this email message (including the enclosure(s) or attachment(s) if any) are those of the individual sender, except where the sender expressly, and with authority, states them to be the views of Innovature. Before opening any mail and attachments please check them for viruses. Innovature does not accept any liability for virus-infected emails.

SSET <sset@scmsgroup.org>
To: shehersada.kader@innovaturelabs.com
Cc: vincy@innovaturelabs.com

Thu, Feb 4, 2021 at 11:44 AM

Dear Madam,

Thanks for the interest shown for the recruitment of our 2021 batch students. We have a good number of students having technical knowledge for the Software Developer with your esteemed organization.

As per the present Covid-19 situation, students are out of campus and are having their online internal exams from 15th February to 2nd March 2021.

Request you to kindly conduct the test in virtual mode, if convenient from your end too, and intimate the details of the selection process. Any convenient date after 2nd March 2021, is feasible for our students to attend the written test at your Infopark office.

Thanks and Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

Shehersada P Kader <shehersada.kader@innovaturelabs.com>
To: SSET <sset@scmsgroup.org>
Cc: Vincy C V <vincy@innovaturelabs.com>

Thu, Feb 4, 2021 at 7:55 PM

Hi Sir,

Greetings from Innovature !!

Thanks for your response and interest in our organization. We can conduct the test at our Infopark office on **04th March 2021** exclusively for your students.

We offer different positions for freshers based on their skills. Mention below the terms and conditions of the placements. Our mission is to secure capable graduates and train them to exceed their limits.

Designation:- Associate Software Engineer

Job profile

- Willingness to work in a team
- Enthusiasm to learn new technologies
- Willingness to work in different platforms
- Flexibility to adapt to the company culture

Skill Set

- Conceptual knowledge in OOPS, Programming Knowledge in C/ C++/ Java/ PHP/ .Net etc.

Qualification

- Graduate/Post-Graduate (any technical stream) - 2021 Pass-out
- Students with backlogs can also appear in the interview process. Selected students should clear the backlogs within 06-12 months from the date of their joining with the company.

No. of openings:- 50

Salary (CTC):- Rs. **2,50,000** LPA (Eligible for salary revision after successful completion of one year of service with the company)

Job Location:- Infopark, Cochin

Terms

- The probation period is one year, after evaluation employment will be confirmed with the company
- Selected candidates should sign a Service Agreement for 02 years
- Adherence to the company's policies and procedures
- Background verification for selected candidates
- All selected candidates should join us on or before **June / July 2021**

Selection Process

- **Aptitude Test held at our Infopark Kochi office.** - Technical (40 marks) & Aptitude (10 marks)
- Technical Round - Online video interview
- HR Round - Online video interview

Note:

- There won't be any Registration fees or Training fees for the candidates, this is direct recruitment from the company itself.

Kindly acknowledge the mail and if you have any queries, please feel free to connect with us.

[Quoted text hidden]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

To: Shehersada P Kader <shehersada.kader@innovaturelabs.com>

Cc: vincy@innovaturelabs.com, Varun Menon G <varunmenon@scmsgroup.org>

Fri, Feb 5, 2021 at 9:38 AM

Dear Madam,

I hereby acknowledge the mail. Thanks for the schedule initiated exclusively for our 2021 batch students at your Infopark office on **04th March 2021** and the details of our eligible students will be provided at an early date.

Thanks and Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker

Head of the Department - Computer Science and Engineering

Corporate Relations and International Collaborations -i/c

SCMS School of Engineering and Technology

Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

SSET <sset@scmsgroup.org>

To: Shehersada P Kader <shehersada.kader@innovaturelabs.com>

Cc: vincy@innovaturelabs.com, Varun Menon G <varunmenon@scmsgroup.org>

Tue, Feb 9, 2021 at 1:57 PM

Dear Madam,

As per the mail, attached herewith the list of our 2021 batch students (124 candidates) who are really interested to attend the drive of your esteemed organization at your Infopark office on **04th March 2021**.

Candidates from:

1. SCMS School of Engineering and Technology: 71 B.Tech students
2. SCMS School of Technology and Management : 53 MCA students

Kindly intimate their reporting time.

Thanks and Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker

Head of the Department - Computer Science and Engineering

Corporate Relations and International Collaborations -i/c

SCMS School of Engineering and Technology

Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

2 attachments

SSET-Innovature 21.xlsx

28K



SSTM-Innovature 21.xlsx

26K

Please find the below shortlist of Innovature labs drive conducted on 4th March 2021. Further details will be informed soon.

Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Lakshmi Mahesh <lakshmimahesh@scmsgroup.org>

Fri, Mar 5, 2021 at 11:37 AM

Dear Madam,

Please find the below shortlist of **Innovature labs drive** conducted on 4th March 2021. Further details will be informed soon.

Reques you to kindly intimate your students accordingly.

[Quoted text hidden]

Lakshmi Mahesh <lakshmimahesh@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Mar 5, 2021 at 12:40 PM

is vishnu prasad is from sset or sstm, kindly confirm

Regards



Dr.J.M.LAKSHMI MAHESH
Head of the Department
Department of Computer Applications
SCMS School of Technology and Management
Ph: 0484-2625004,2625005,2630790(Extn:504)

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Lakshmi Mahesh <lakshmimahesh@scmsgroup.org>

Fri, Mar 5, 2021 at 12:56 PM

Dear Madam,

Vishnuprasad R is from SSET.

Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

Lakshmi Mahesh <lakshmimahesh@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Mar 5, 2021 at 1:46 PM

ok sir

Regards



Dr.J.M.LAKSHMI MAHESH
Head of the Department
Department of Computer Applications
SCMS School of Technology and Management
Ph: 0484-2625004,2625005,2630790(Extn:504)

[Quoted text hidden]

Shehersada P Kader <shehersada.kader@innovaturelabs.com>
To: SSET <sset@scmsgroup.org>
Cc: Vincy C V <vincy@innovaturelabs.com>, Varun Menon G <varunmenon@scmsgroup.org>

Wed, Mar 31, 2021 at 7:43 PM

Dear Sir,

Greetings from Innovature!!

We are happy to inform you that following students has been **selected for the position of Software Developer with Innovature.**

1. Joshua Mathai Sabu
2. Adithya Manoj
3. Divya Sabu
4. Prannoy Mathew
5. Fathima Rahmath
6. Vishnuraj KR
7. Vishnu S
8. Abdul Haseeb



Mr. Vishnuraj KR
Kulangara thekke madom
West koratty
Mambra p.o - 680308

17th May, 2021

OFFER LETTER

Dear Mr. Vishnuraj KR,

Congratulations!!

Further to the discussion you had with us, we are pleased to offer you the post of **Software Developer** at Innovature, or in such other capacity the company shall from determine time to time. I believe that your talents will not only benefit Innovature but also that our mutual relationship will assist you in reaching your personal and professional goals.

You are requested to be available online on **12th July, 2021 by 10.00 AM**. You shall be based at our **Kochi Development Centre** initially and should be willing to travel or re-locate on-site for business purposes at any given point of time.

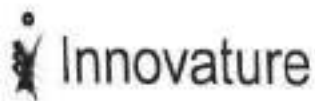
Your annual compensation shall be **INR Rs. 2,64,000 /-** (Rupees **Two Lakhs Sixty-Four Thousand** only) per annum (CTC) as shown in Annexure A. Your compensation may also include Insurance, Casual, Sick and Privilege leave and other benefits as per corporate policy. Detailed compensation plan will be provided in the Employment Agreement given to you at the time of joining. Kindly note that your compensation is strictly confidential between you and Innovature. Disclosing this information to third parties would be considered a violation of the confidentiality policy and may be liable of disciplinary action. You will be on probation for **12 months** from the date of your joining and your services will be confirmed in writing after the successful completion of your probation period. The probation period may be extended if your performance does not meet expectations.

I am anticipating that you will accept this offer by **17th May, 2021**. Upon joining you will be required to sign an "Employment Agreement". You will also be required to bring the documents as shown in Annexure A (along with photocopies), on the date of your reporting. Kindly note that this offer is strictly contingent upon satisfactory review of your reference/ background checks and the certification of any relevant academic and professional credentials.

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. I am eagerly looking forward to having you join our team. Should you have any questions, please do not hesitate to contact me. We wish you a successful and rewarding career with us.

Innovature Software Labs (P) Ltd.

18th Floor, Trans Asia Cyber Park, Infopark SEZ, Phase 2, Kakkanad, Cochin, Kerala, India-682303
Ph # +91 484 4038120 www.innovature.ai CIN: U72200KL2005PTC018749



For Innovature

A handwritten signature in black ink, appearing to be 'Vincy CV'.

Vincy CV
Manager - HR

I accept this action as outlined above and confirm that my start date is **12th July, 2021**:

Signature:

Name: **VISHNURAJ K.R**

Date: **26/05/2021**

Annexure A

A) CTC Break-up

Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Pay	₹ 6000	₹ 72000
HRA	₹ 2400	₹ 28800
Conveyance Allowance	₹ 1600	₹ 19200
Special Allowance	₹ 4823	₹ 57876
Leave Travel Allowance (LTA)	₹ 600	₹ 7200
Gross Salary	₹ 1,5,423	₹ 1,85,076
Employee Benefits (Employer Contributions)		
Provident Fund (PF)	₹ 720	₹ 8640
Gratuity	₹ 289	₹ 3468
Welfare Fund	₹ 20	₹ 240
ESI	₹ 548	₹ 6576
Term Linked Bonus (Paid Bi-Monthly after Term Completion)		
Term Linked Bonus (TLB)	₹ 5000	₹ 60000
Grand CTC	₹ 22,000	₹ 2,64,000
Grand CTC in words: Rupees Two Lakhs Sixty Four Thousand per annum.		

Notes:

1. Statutory employee contribution towards PF to be deducted as per the Govt. of India PF guidelines.
2. Eligibility for Gratuity to be as per provisions of the Payment of Gratuity Act Govt. of India).
3. Tax deductions will apply as per provisions of Govt. of India Income Tax Laws.
4. Term Linked Bonus (TLB) to be paid after completion of 1 year on a bi-monthly schedule during the subsequent term.
5. Bonus component (TLB) payout to be applicable only for employees who are on active payroll at the day of the bonus payout. Bonuses will not be pro-rated for pay out and will not be applicable for employees who have been terminated, on notice-periods, on performance improvement plans, or have resigned prior to the bonus payout date.

B) List of Joining Documents

1. Photographs (Passport size) - 3 No's.
2. Photo Identity & Address Proof Documents - Originals & copies of Passport and PAN Card (all are mandatory).

Innovature Software Labs (P) Ltd.

18th Floor, Trans Asia Cyber Park, Infopark SEZ, Phase 2, Kakkanad, Cochin, Kerala, India-682303
Ph # +91 484 4038120 www.innovaturesoft.com CIN: U72200KL2005PTC018749



sset last name <sset@scmsgroup.org>

Speridian Technologies - Virtual campus drive on February 10, 2021.

8 messages

Placement Department, Toc H <placement@tistcochin.edu.in>

Fri, Feb 5, 2021 at 3:53 PM

To: Placement TIST <placement.tist@gmail.com>

Bcc: sset@scmsgroup.org

Dear Sir/Ma'am,

Greetings from Placement Dept, Toc H !!!

Please see the below details about the virtual campus recruitment by Speridian Technologies which will be conducted on 10th February 2021. Kindly share your students' details in the attached template on or before Monday, 8th February 2021 at 12 PM. (Eliminate the students who have already got placed in other companies from the list)

ABOUT SPERIDIAN

-

Speridian Technologies Pvt Ltd is a wholly owned subsidiary of Speridian Global Holdings, a U.S. based company that employs more than 1400+ IT professionals around the world. We are a CMMI Level 5 and ISO 9001:2008, ISO/IEC 27001:2005 Technology Company and have been in business since 2003.

We are an Oracle Platinum Partner and with specializations in CX/CRM, SOA, Cloud, Business Intelligence, a Microsoft Gold partner and SAP Partner. Speridian is headquartered in Albuquerque, New Mexico, with offices in Maryland, California, Portland, Florida, Canada, Dubai, Singapore, India (Trivandrum/Cochin/Calicut/Bangalore/Mumbai).

Speridian brings significant depth and experience in implementations and consulting services in both Public and Private Sectors. Over the last decade, it expanded technology capabilities to include Systems Integration, Business Intelligence, Mobility and Application Support and Maintenance. Speridian clients include health care services providers and insurance carriers, financial services firms, government, commercial and non-profit organizations. The majority of Speridian Technologies' engagements are large-scale ones, where Speridian provides Planning, Technology Architecture, Software Development, Systems Integration, Program Management, Project Management, Process Management, Data Management, Implementation, Testing and Quality Assurance as well as Applications Support and Maintenance for a variety of clients in many industries.

WHAT WE DO

-

- We help organizations of all sizes to maximize their performance and increase revenues and profitability by using our customized IT solutions.

- We collaborate with clients to help them grow into high-performance businesses by improving their productivity and efficiency.

- We touch millions of lives every day in healthcare, insurance, banking and financial services, telecom, retail and manufacturing, case management and court technology verticals.

Awards & Accolades

-

Endorsed by industry experts and the media alike, Speridian has consistently been recognized for its phenomenal growth and technology prowess in the highly competitive IT services industry. It is both a great honour and a special gratification to be acknowledged with awards for doing the work we love.

- CRM Technology Company of 2013, CIO Review India Edition
- Inc. 500, America's Fastest-Growing Companies, 2012–2013
- New Mexico Flying 40 Top Technology Companies, 2007–2014

This is the expanse of experience and expertise that you can leverage from by working with us. We will strive to give you equal opportunity to learn best-in-class technology and open the world for you by exposing you to highly skilled professional teams from across the globe.

Eligibility criteria:

-

Please find attached document.

Interview Process:

- Online Test
- Personal Skill Assessment (Virtual)
- Technical Level 1 (Virtual)
- Technical Level 2 (Virtual)
- HR/Management Round (Virtual)
- Offer Roll out

--

Thanks & Regards,
Varghese Scaria | Placement Officer
Mob: +91 9539 321 777, +91 9496 679 632
E-Mail: placement@tistcochin.edu.in | placement.tist@gmail.com
Department of Training & Placement

 **Toc H**   **TIST**
INSTITUTE OF SCIENCE & TECHNOLOGY
Arakkunnam P.O, Ernakulam, Kerala, India – 682313
Tel.(Off.)- 0484-2749600 | Fax(Off.)- 0484-2748388
Website: www.tistcochin.edu.in

2 attachments



Speridian Trainee Associate JD - 2021.pdf
164K



Speridian_Recruitment_Template.xls
48K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Sat, Feb 6, 2021 at 12:04 PM

[Quoted text hidden]

2 attachments

Speridian Trainee Associate JD - 2021.pdf
164K



Speridian_Recruitment_Template.xls
48K

SSET <sset@scmsgroup.org>
To: "Placement Department, Toc H" <placement@tistcochin.edu.in>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Feb 8, 2021 at 12:17 PM

Dear Sir,

Thanks for the invitation extended and as per the mail, attached herewith the filled template of our 121 candidates for the **Speridian drive** to be conducted on 10th Feb 2021.

Kindly intimate further details of the same.

Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



Speridian_Recruitment_Template.xls
56K

Placement Department, Toc H <placement@tistcochin.edu.in>
To: SSET <sset@scmsgroup.org>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Feb 8, 2021 at 12:27 PM

Acknowledged with thanks, Sir. We will inform you of the next processes.

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: "Placement Department, Toc H" <placement@tistcochin.edu.in>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Tue, Feb 9, 2021 at 11:56 AM

Dear Sir,

Request you to kindly intimate the selection process details of **Speridian drive** scheduled **tomorrow, 10th Feb 2021**.

Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



Ashik. Mathew <ashik.mathew.pjm@gmail.com>

Welcome to Speridian Technologies

speridian-campus <speridian-campus@speridian.com>

Fri, Jul 23, 2021 at 6:53 PM

To: "ashik.mathew.pjm@gmail.com" <ashik.mathew.pjm@gmail.com>

Hi Ashik Mathew,

Greetings from Speridian!!!

Speridian is pleased to provide you the conditional offer letter, contingent on completion of your professional degree and will be on-boarding you on 1st week (tentatively) of September 2021. You are requested to read through the terms and conditions of the attached letter.

We herewith attaching a document in order to prepare the Bond Agreement. Please ensure that the entire details in the document are entered by you and returned by e-mail on or before **28th July 2021**. You are also requested to attach yours as well as your guarantor's ID proof for verification purpose.

On acceptance of the above details, we will come back to you soon with the final offer letter.

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

Regards

Human Resources

2 attachments



Details.doc
294K



Ashik Mathew.pdf
288K

Date: 23rd July 2021

Milna James

CONDITIONAL OFFER LETTER

Further to the discussion and interview you had with us, we are pleased to inform that you have been conditionally selected for employment with Speridian Technologies Pvt. Ltd. ("Speridian" or "Company") as **Trainee Associate** at a compensation of **Rs.3,00,000/-** per annum as Gross Annual Remuneration, for providing IT Software Services & Support to our customers on the following terms and conditions.

Broad Terms and Conditions:

1. You will be provided extensive training for a period of 30-90 days depending on the project that you will be put in. You will be on probation for a period of six months from the actual date of your joining, which may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. Speridian at its sole discretion reserves all rights to select or reject your candidature for any reason whatsoever.
2. Please take your time to get acquainted with the training of any of the programming languages (Dotnet, Java, Python, C++ etc).
3. We shall reach out to you in case there are some internship opportunities exists with us, as a part of the Pre-boarding skill enhancement program.
4. Two years' service Agreement -You are required to execute a bond/contract guaranteeing a sum of Rs.2,00,000/- (Rupees Two Lakh) excluding the service tax to be payable to the Company in accordance with the terms and conditions of such contract. This bond is applicable towards all expenses incurred by the company towards training.
5. Due to pandemic situation, we are currently following the Work-From-Home facility for all our associates and the same will applicable for you in the initial period. At the same time when the pandemic situation is taken up, you need to be ready for relocation to any of our office locations (Trivandrum/Cochin/Bangalore/Mumbai)
6. This appointment is subject to the clearance of your professional degree course along with being found medically fit to take up this job. We are recommending you to carry out a full health check report + COVID negative report.

© Speridian | All Rights Reserved.

Speridian has not authorized any agency/partner carry out recruitment on its behalf. In case of any breach, please bring to your notice. Speridian is an equal opportunity Employer.

7. Feel free to reach out to speridian-campus@speridian.com for any queries.

Sincerely,

A handwritten signature in black ink, appearing to read 'Vivek Nair', with a long, sweeping horizontal line extending to the right.

Vivek Nair
Speridian Technologies Pvt. Ltd.

Date: 23rd July 2021

Neal Vinod

CONDITIONAL OFFER LETTER

Further to the discussion and interview you had with us, we are pleased to inform that you have been conditionally selected for employment with Speridian Technologies Pvt. Ltd. ("Speridian" or "Company") as **Trainee Associate** at a compensation of **Rs.3,00,000/-** per annum as Gross Annual Remuneration, for providing **IT Software Services & Support** to our customers on the following terms and conditions.

Broad Terms and Conditions:

1. You will be provided extensive training for a period of 30-90 days depending on the project that you will be put in. You will be on probation for a period of six months from the actual date of your joining, which may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. Speridian at its sole discretion reserves all rights to select or reject your candidature for any reason whatsoever.
2. Please take your time to get acquainted with the training of any of the programming languages (Dotnet, Java, Python, C++ etc).
3. We shall reach out to you in case there are some internship opportunities exists with us, as a part of the Pre-boarding skill enhancement program.
4. Two years' service Agreement -You are required to execute a bond/contract guaranteeing a sum of Rs.2,00,000/- (Rupees Two Lakh) excluding the service tax to be payable to the Company in accordance with the terms and conditions of such contract. This bond is applicable towards all expenses incurred by the company towards training.
5. Due to pandemic situation, we are currently following the Work-From-Home facility for all our associates and the same will applicable for you in the initial period. At the same time when the pandemic situation is taken up, you need to be ready for relocation to any of our office locations (Trivandrum/Cochin/Bangalore/Mumbai)
6. This appointment is subject to the clearance of your professional degree course along with being found medically fit to take up this job. We are recommending you to carry out a full health check report + COVID negative report.

© Speridian | All Rights Reserved.

Speridian has not authorized any agency/partner carry out recruitment on its behalf. In case of any breach, please bring to your notice. Speridian is an equal opportunity Employer.

7. Feel free to reach out to speridian-campus@speridian.com for any queries.

Sincerely,

A handwritten signature in black ink, appearing to read 'Vivek Nair', with a long, sweeping horizontal line extending to the right.

Vivek Nair
Speridian Technologies Pvt. Ltd.

Date: 23rd July 2021

HisanaT Y

CONDITIONAL OFFER LETTER

Further to the discussion and interview you had with us, we are pleased to inform that you have been conditionally selected for employment with Speridian Technologies Pvt. Ltd. ("Speridian" or "Company") as **Trainee Associate** at a compensation of **Rs.3,00,000/-** per annum as Gross Annual Remuneration, for providing IT Software Services & Support to our customers on the following terms and conditions.

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2. Please take your time to get acquainted with the training of any of the programming languages (Dotnet, Java, Python, C++ etc).
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6. This appointment is subject to the clearance of your professional degree course along with being found medically fit to take up this job. We are recommending you to carry out a full health check report + COVID negative report.

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7. Feel free to reach out to speridian-campus@speridian.com for any queries.

Sincerely,

A handwritten signature in black ink, appearing to read 'Vivek Nair', with a long, sweeping horizontal line extending to the right.

Vivek Nair
Speridian Technologies Pvt. Ltd.



sset last name <sset@scmsgroup.org>

Placement drive for Image Info System...

1 message

SSET <sset@scmsgroup.org>

Fri, Apr 9, 2021 at 2:36 PM

To: amerinjohn@gmail.com, maneesh krishna <maneeshappus@gmail.com>, jamesmilna22@gmail.com, Neal Vinod <nealvinod71@gmail.com>, nimishamanoj033@gmail.com, rahulkr390@gmail.com, rosemolbiju15@gmail.com, "shimil.keldose" <shimilkeldose05@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Varun S nair <varunsnair99@gmail.com>, vinaydeo1999@gmail.com, Vinay Stephen <vinaystephen1@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>

Cc: "Shilpa P.C." <shilpapc@scmsgroup.org>, binioommen@scmsgroup.org

Dear students,

With regards to the placement drive for **Image Info System**, please be present at **Mbits Campus on 12th April, 2021 by 9.30 a.m. sharp.**

Best wishes.

Placement cell.

Please note that once you register you are supposed to take the placement test and remaining procedures without fail. If you register and you don't take the test without proper intimation to the placement department, you will not be considered for further placement opportunities.

Shortlisted Second List

S.No.	Org Ref No	Name	Contact No
54	5	Nimisha Manoj	7907498673
55	7	ROSEMOL BIJU	7592929966
56	10	VARUN S NAIR	9633122897
57	11	Vinay Arun Deo	9745151839
58	New	Devika T U	9188742429
59	8	Krishnapriya B	
60	New	Sinshy N	
61	47	Dennis Sebastian	
62	201	Anns mol Vinson	
63	238	POOJA C SUNDAR	

Shortlisted Second List

College
(SCMS) - SCHOOL OF ENGINEERING AND TECHNOLOGY, KARUKUTTY
(SCMS) - SCHOOL OF ENGINEERING AND TECHNOLOGY, KARUKUTTY
(SCMS) - SCHOOL OF ENGINEERING AND TECHNOLOGY, KARUKUTTY
(SCMS) - SCHOOL OF ENGINEERING AND TECHNOLOGY, KARUKUTTY
(NCE) - Nirmala College of Engineering
(ASIET) - Adi Shankara Institute of Engineering and Technology
(SNGCE) - Sree Narayana Gurukulam College of Engineering
Marian College Kuttikkanam
(VJCET) - Viswajyothi College of Engineering and Technology
(MACE) - Mar Athanasius College of Engineering

S. No.	Name	Gender	Contact Number	Email ID
1	ADITH RAJESH	Male	8921498390	adithgcmms13@gmail.com
2	STEVIN FELIX	Male	8281488734	stevin.felix9@gmail.com
3	JOTHIKA MOHAN	Female	7994728588	jothikamohan98@gmail.com
4	DONA LAL	Female	9074158814	donala28@gmail.com
5	Sreelakshmi T S	Female	8848505220	sreelakshmits17@gmail.com
6	Krishnapriya B	Female	8921858525	krishnapriyabbiju@gmail.com
7	Aalap P Joshy	Male	9446488647	aalappjoshy@gmail.com
8	Saurav S Krishnan	Male	8137963273	sauravkrishnan47@gmail.com
9	Sandra Surendran	Female	6282229377	surendransandy@gmail.com
10	Riya Cherian	Female	8157803242	riyacherian1999@gmail.com
11	CHAITHRA BHADRAN	Female	9497673588	chaithra080@gmail.com
12	Seethal Paul	Female	9074989710	seethuanna1@gmail.com
13	Basil Mathai	Male	7559924780	basilmathaiofficial@gmail.com
14	Jobin Joy	Male	8606421548	jobinjoy2021@gmail.com
15	Liya Sara Paul	Female	8848670533	saraliya2000@gmail.com
16	ALAN MATHEW	Male	8078393318	alanthundiyl@gmail.com
17	SREEHARI SOMAN	Male	9526015739	sreeharisoman997@gmail.com
18	SREELATHAUNNI K P	Female	9495308496	m18cse005@mace.ac.in
19	MARY JOY	Female	9747495053	maryjoy1634@gmail.com
20	AGNES P. P	Female	6238308566	agnesgeen97@gmail.com
21	MERLIN KURIAN	Female	9074402765	merlinpunchakarayil@gmail.com
22	POOJA C SUNDAR	Female	9061756035	poojacsundar@gmail.com
23	AKSHAY PRABHA MANU	Male	7025073308	akshaymanu424@gmail.com
24	Karun Kumar C P	Male	9074278463	karuncppk@gmail.com
25	Anju Gigi	Female	9656441320	anjugigi99@gmail.com
26	Anna Kuriakose	Female	8330866496	annakuriakose3@gmail.com
27	Jees Mariya Tony	Female	9562690863	jeesmaria17@gmail.com
28	Aparna P V	Female	8590311139	aparnavinoy2000@gmail.com
29	Irfan Shereef	Male	9061754424	irfanshereef95@gmail.com
30	Devika T U	Female	9188742429	devikaunni8@gmail.com
31	VARUN S NAIR	Male	9633122897	varunsnair99@gmail.com
32	Nimisha Manoj	Female	7907498673	nimishamanoj033@gmail.com
33	ROSEMOL BIJU	Female	7592929966	rosemolbiju15@gmail.com
34	MILNA JAMES	Female	9188024669	jamesmilna22@gmail.com
35	Subin M	Male	6238271431	subinm1999@gmail.com
36	Jiya George	Female	8078405501	jiyageorge21@gmail.com
37	Sandra Raju	Female	9562528650	sandraraju547@gmail.com
38	Riya Theresa Abraham	Female	7907898118	riya.abraham66@gmail.com
39	Athira M Nair	Female	8943653829	athiramnair1999@gmail.com
40	Nidhina Tom	Female	9645717515	nidhinatom777@gmail.com
41	Ashily Mathai	Female	9400261300	ashilymathai99@gmail.com
42	Anusree V A	Female	8111850312	anuva312@gmail.com
43	Sneha Anna Roy	Female	7356462890	ahensanna93@gmail.com
44	Anns mol Vinson	Female	7902249190	annsmolvinson@gmail.com

Course	College
CSE	(AISAT) - Albertian Institute of Science & Technology
CSE	(AISAT) - Albertian Institute of Science & Technology
CSE	(AISAT) - Albertian Institute of Science & Technology
CSE	(AISAT) - Albertian Institute of Science & Technology
CSE	(ASIET) - Adi Shankara Institute of Engineering and Technology
CSE	(ASIET) - Adi Shankara Institute of Engineering and Technology
CSE	(ASIET) - Adi Shankara Institute of Engineering and Technology
CSE	(ASIET) - Adi Shankara Institute of Engineering and Technology
CSE	(ASIET) - Adi Shankara Institute of Engineering and Technology
CSE	(ASIET) - Adi Shankara Institute of Engineering and Technology
CSE	(CE MUNNAR) - College of Engineering Munnar
CSE	(ICET) - Ilahia College of Engineering and Technology
CSE	(ICET) - Ilahia College of Engineering and Technology
CSE	(ICET) - Ilahia College of Engineering and Technology
CSE	(ICET) - Ilahia College of Engineering and Technology
B.TECH-CSE	(MACE) - Mar Athanasius College of Engineering
MCA	(MACE) - Mar Athanasius College of Engineering
M.TECH-CSE	(MACE) - Mar Athanasius College of Engineering
MCA	(MACE) - Mar Athanasius College of Engineering
MCA	(MACE) - Mar Athanasius College of Engineering
MCA	(MACE) - Mar Athanasius College of Engineering
MCA	(MACE) - Mar Athanasius College of Engineering
MCA	(MACE) - Mar Athanasius College of Engineering
CSE	(MBC CET PEERMADE) - Mar Baselios Christian College of Engineering and Technology
CSE	(MBITS) - Mar Baselios Institute of Technology and Science
CSE	(MBITS) - Mar Baselios Institute of Technology and Science
CSE	(MBITS) - Mar Baselios Institute of Technology and Science
CSE	(MBITS) - Mar Baselios Institute of Technology and Science
CSE	(MITS/ Muthoot) - Muthoot Institute of Technology & Science
CSE	(NCE) - Nirmala College of Engineering
CSE	(SCMS) - SCHOOL OF ENGINEERING AND TECHNOLOGY, KARUKUTTY
CSE	(SCMS) - SCHOOL OF ENGINEERING AND TECHNOLOGY, KARUKUTTY
CSE	(SCMS) - SCHOOL OF ENGINEERING AND TECHNOLOGY, KARUKUTTY
CSE	(SCMS) - SCHOOL OF ENGINEERING AND TECHNOLOGY, KARUKUTTY
CSE	(SJCET) - St. Joseph's College of Engineering and Technology, Palai
CSE	(SJCET) - St. Joseph's College of Engineering and Technology, Palai
CSE	(SJCET) - St. Joseph's College of Engineering and Technology, Palai
CSE	(SJCET) - St. Joseph's College of Engineering and Technology, Palai
CSE	(SJCET) - St. Joseph's College of Engineering and Technology, Palai
CSE	(SJCET) - St. Joseph's College of Engineering and Technology, Palai
CSE	(SNGCE) - Sree Narayana Gurukulam College of Engineering
CSE-A	(VAST) - Vidya Academy of Science and Technology, Thrissur
CSE	(VJCET) - Viswajyothi College of Engineering and Technology
CSE	(VJCET) - Viswajyothi College of Engineering and Technology



sset last name <sset@scmsgroup.org>

Fwd: Thank you for the Applications. Please see the checklist attached.

2 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Oct 11, 2021 at 10:35 AM

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

From: **Asa Kerala** <asanipponkerala@gmail.com>

Date: Thu, May 21, 2020 at 6:13 PM

Subject: Thank you for the Applications. Please see the checklist attached.

To: Dr. Varun G Menon <varunmenon@scmsgroup.org>

Cc: Gopakumar S <gopakumars@scmsgroup.org>, Pramod <pramod@scmsgroup.org>, E V John <evj001@gmail.com>, Sebastian M S <mssebastian59@gmail.com>, T J Thomas <tjthomas.6125@gmail.com>, Hudson Peter <hudsonpeter4@gmail.com>, Vinod P <vinodp@scmsgroup.org>, Dr. Praveensal C.J. <praveensal@scmsgroup.org>

Dear Dr. Varun,

Thank you very much for your hard efforts in collecting and sending the Applications of all the twelve shortlisted Students.

We have checked each set of Application and prepared a checklist which is attached. They are almost Ok except for the Photographs of the 6th Semester students and passport copies of a few.

Please collect the photographs from the students and send us the same at the earliest.

The Passport copies may be sent when they are ready.

Eagerly awaiting your response and with warm regards

Sincerely yours

Peter

ASA Kerala

Nippon Kerala Centre

KINFRA Hi-Tech Park

HMT Colony P.O.

Kalamassery-683503

Kerala, India

<http://www.asakerala.org/>asanipponkerala@gmail.com

+91 484 2532263, 75580 81097

On 20-May-2020, at 12:09 PM, Dr. Varun G Menon <varunmenon@scmsgroup.org> wrote:

Dear Sir,

Please find the details of the students shortlisted for the Matsue Internship program from SCMS.

As requested, filled application forms in excel format, signed application form_part 1 in pdf format, academic certificate copies and passport copies of the students have been attached with this email. Five students who don't have passports, have applied for it. We will send their passport copies as soon as they receive the same.

List of Selected Students**Final Year**

1. Arjun Subramanian
2. Divya Sabu
3. Joel Mathew Paul

4. Neethu Sunil (selected last year)
5. Sarath J (selected last year)

Pre-Final Year

1. Abhijith Krishna E R
2. Abhinaya A Menon
3. Neeraj Sagar
4. Rahul Mohan
5. Regish Nedumannil George
6. Sananth K C
7. Vaibhav Nair

Please let me know any further information required.

Thank you very much for providing this great opportunity to SCMS students.

Best Regards,
Varun

 **SCMS Students_ Application Forms.zip**

On Mon, May 4, 2020 at 11:06 AM Asa Kerala <asanipponkerala@gmail.com> wrote:

Dear Dr. Varun G Menon,

This has reference to the telephonic discussion we had two weeks ago on the invitation of Applications of candidates for Matsue Internship Program in Japan.

We are pleased to inform you that Matsue City Authorities have announced the IT Internship Program for the Engineering students of the academic year 2020-21, the details of which are given in the attachments. As you are aware this program is organised by Matsue City Authorities in association with ASA Kerala. As per the schedule announced by Matsue City Authorities, we wish to invite applications for the Internship program scheduled to commence in Feb 2021.

Kindly arrange to identify Applicants from the Pre-Final Year and Final Year Engineering students of Computer Science/Information Technology, of your revered Institution. The Applicants should meet the qualifications specified in Para 3 of the Program Outline attached.

Most important condition is that they must have a strong desire to get employed as IT Engineers in Japan after completion of their Degree course.

Kindly make your recommendations as follows.

1. Seven Applicants from Pre-Final Year students
2. Four Applicants from Final Year students

We are pleased to attach the Program Outline and Application forms. Kindly go through the documents for details.

As instructed in Para 12 of the Program Outline, **please send us the filled up Application forms in EXCEL Format as well as scanned copies of the supporting documents. Also please attach copies of their passports.**

Please take care to write the **Name of the Applicant as written in the Passport.**

APPLICATION DEADLINE: MAY 20, 2020 at Nippon Kerala Centre

The Candidates have to appear for an Interview at Nippon Kerala Centre between MAY 25 ad 27, 2020 at Nippon Kerala Centre. The confirmed dates of Interview shall be informed later.

We will forward the filled up Applications to Matsue city, Japan by May 31, 2020.

Matsue will announce the names of the candidates who pass Preliminary selection by end June 2020.

The selected candidates will have to attend Japanese Language classes for 4 hrs per week from July 2020 to February 2021 at our Nippon Kerala Centre.

Final selection will be done by end October 2020.

Internship in Japan will commence from February 14, 2021.

The Participants on successful completion of the Internship, are expected to become Student Members of our Alumni Society of AOTS Kerala.

Hope you will kindly do the needful. In case you need any further clarification, you may please contact my colleague in ASA Kerala, Mr.Hudson Peter (Mob: [9447169399](tel:9447169399)).

The lockdown situation due to the incidence of COVID 19, is really a deterrent to all our efforts, especially for getting in touch with the students. Hope we will be able to fight the situation with planned efforts. Wish you all kinds of support from our side.

Thanks and regards

E V John
President
[ASA Kerala](http://www.asakerala.org/)
[Nippon Kerala Centre](mailto:asanipponkerala@gmail.com)
KINFRA Hi-Tech Park
HMT Colony P.O.
Kalamassery-683503
Kerala, India
<http://www.asakerala.org/>
asanipponkerala@gmail.com
+91 484 2532263, 75580 81097

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Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*
Associate Professor - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

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Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*
Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
Series Editor - IEEE Communications Standards Magazine
Technical Editor - Computer Communications Journal, Elsevier
Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter



MASTUE APPLICATION FORM CHECK LIST.xlsx

11K

SSET <sset@scmsgroup.org>

Mon, Oct 11, 2021 at 10:36 AM

To: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>

thank you sir

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Matsue Internship- Students selected from SCMSSET - Acceptance forms Before_5 Sep

1 message

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Oct 11, 2021 at 10:36 AM

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

From: **Asa Kerala** <asanipponkerala@gmail.com>

Date: Fri, Aug 30, 2019 at 5:46 PM

Subject: Matsue Internship- Students selected from SCMSSET - Acceptance forms Before_5 Sep

To: Varun Menon SCMS <varunmenon@scmsgroup.org>

Cc: E V John <evj001@gmail.com>, Hudson Peter <hudsonpeter4@gmail.com>, Pramod <pramod@scmsgroup.org>, Vinod P <vinodp@scmsgroup.org>, Dr. Praveensal C.J. <praveensal@scmsgroup.org>, Gopakumar S <gopakumars@scmsgroup.org>, <jsarathkaralmanna@gmail.com>, <neethusunil488@gmail.com>

Dear Dr.Varun Menon,

We are extremely happy to inform you that the following students from SCMS School of Engineering & Technology have been selected by the Matsue City Authorities for Internship in Japan.

1. NEETHU SUNIL
2. SARATH J

We are pleased to attach the Acceptance of Conditions Form

The Authorities have requested to send the Acceptance of Conditions form duly filled up and signed by the Participants.

Please send the scan copies of the signed Acceptance forms direct to Matsue Industrial Support Center in their

E-mail ID: misc@city.matsue.lg.jp with copy to us.

DEADLINE for Submission is Thursday, 05 September, 2019

You will shortly hear from us on their Pr-Departure Orientation and Japanese Language classes.

Awaiting your quick response

Subhash.R
Training Manager

ASA Kerala
Nippon Kerala Centre
KINFRA Hi-Tech Park
HMT Colony P.O.
Kalamassery-683503
Kerala, India
<http://www.asakerala.org/>
asanipponkerala@gmail.com
+91 484 2532263, 75580 81097

--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*
Associate Professor and Head
Department of Computer Science and Engineering

International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
Series Editor - IEEE Communications Standards Magazine
Technical Editor - Computer Communications Journal, Elsevier
Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter



Capgemini congratulates you on your selection and presents you our Letter Of Intent



Inbox



Superset 12:35 PM

to me



Capgemini

Love your career.
your career.

- Most Ethical Company - Eight times in a row
- We're highly rated on Glassdoor
- Capgemini Research Institute ranked #1
- Our gender balance initiatives
- Our global client stories

Dear Akhil Paul,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Aug 22, 2021 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheeta
- Graduation Degree Certificate/Provisional Degree* (if applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheeta (if applicable)
- Diploma Certificate (if applicable)
- Post-graduation Marksheeta* (if applicable)
- Post-graduation Certificate* (if applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheeta and degree certificate.

Note the following points while completing the process :

- Marksheeta should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)



sset last name <sset@scmsgroup.org>

Vaisesika Campus Recruitment 2020 - 2021

9 messages

Bhavya Bhavadas <bhavya.bhavadas@vaisesika.in>

Fri, Jun 4, 2021 at 2:56 PM

To: sset@scmsgroup.org

Cc: lakshmimahesh@scmsgroup.org

Dear Sir / Madam

Greetings from Vaisesika !!!

Vaisesika is an ISO27001 certified, fast growing technology solutions and consulting services company, enabling the foundations of digital for clients using data, cloud and DevOps approach, to accelerate enterprise digital transformation.

We are looking for dynamic candidates with excellent communication and interpersonal skills to be hand-picked from your institution. We propose to conduct the campus recruitment process for students of your college who are pursuing the Final year / Semester of Post-Graduation in **MCA/ BTECH CS/ IT during** the current academic year (2020-21) for the role of **SOFTWARE TRAINEE**.

1. Position

SOFTWARE TRAINEE

2. Cost to Company

The Cost to Company per annum would be a minimum of `2 Lakhs and maximum of `3 Lakhs. During the probation period you will be provided with the amount of INR 5,000.

3. Period on Probation

Candidates selected will be on a probation period of 6 months.

4. Mode of Selection

The Campus Recruitment Process comprises various stages, which includes Online Assessment, Group Discussion, and Personal Interview or any other mode of selection which will be decided by the Company. The Initial Round comprising Online Assessment, Group Discussion will be conducted virtually, and the candidates shortlisted after Initial Round will have to attend for the Final Round, Personal Interview. The schedule of which will be intimated post the Initial Round.

Candidates found competent to be positioned in the profile offered by the company, will be issued Provisional Offer Letters for selection in **Software Trainee Role**, subsequent to conclusion of the selection process.

Marks / Ratings secured by the candidates during the Selection process will be confidential and the same will not be disclosed to the candidates / college authorities

(i) The Online Assessment comprises two sections viz. an Aptitude Test consisting of 30 questions spread across 3 sections with 25 minutes as total time allotted and a Technical Assessment for a maximum duration of 15 minutes. There will be no negative marks for wrong answers for the Aptitude Test.

(ii) Candidates can take the online assessment at a location of his/her choice while ensuring the integrity of the examination. Candidates should confirm their identity using a valid ID proof to begin the Online Assessment. The online assessment should be attempted using a Laptop. Taking assessment using any other device (mobile phone, tablet etc.) is not permitted.

(iii) Candidates may be required to show a 360° view of the exam area using the webcam. So that the proctor can identify the object/check the suitability of the exam area/environment. A clear desk/table has to be ensured for appearing for the examination. No reference materials, books, notes, periodicals, mathematical tables, slides, rules, stencils, post-its, chits, mobile phones, headsets (wired/ wireless), any other electronic gadgets are allowed to be kept on the table or the desk.

(iv) The Online Assessment is proctored remotely with multiple checks including Video/Audio Monitoring looking for behavior that could indicate unfair practices. In case of any violations of the instructions, the candidate responses will not be considered for the next level. If the system marks a candidate as suspicious during the Online Assessment, such candidates will be eliminated in the selection process without any notice.

(v) Please ensure that the candidates strictly adhere to the instructions communicated prior to the commencement of the Online Assessment.

Schedule for Initial Selection round

Activity	Instruction	Time & Date
Pre-Placement Talk	Google Meet Link will be shared to all the eligible candidates on the previous day of the selection process.	To be informed Later
Online Assessments	Candidates can take the Online Assessment at their locations. Detailed instructions will be given to the candidates mail id later.	
Announcement of Results	Results of Online Assessments will be informed through the candidate's respective mail id.	
Group Discussion	Google meet invites for Group Discussion will be sent to all the shortlisted candidates through their registered Email ID.	
Personal Interview	GD Shortlisted candidates can attend the Personal Interview.	

Details of the final round will be intimated to the College Authorities / shortlisted candidates in due course. Please assign a placement volunteer for Vaisesika Recruitment process to support and ensure smooth coordination of the virtual process. Our team would liaise with the volunteer to facilitate the virtual process stages.

Please note that all the queries / communications of the candidates may be routed only through the placement coordinator / authorized faculty member of the respective institutions through mail.

Candidates who fail to appear in any of the selection round or get disconnected during any of the selection round owing to technical or other reasons whatsoever, will not be permitted to revisit the same or request for a

rescheduled timings for that particular round or selection process as a whole will not be entertained. College authorities and candidates are advised to read all the instructions issued in this regard and ensure all the technical requirements are met from your side for a smooth conduction of the selection process.

The online selection process requires high speed internet connectivity to complete it without any glitches. Students should have smart phones and laptops with high-speed internet for participating in the selection process.

--

Thanks & Regards



Bhavya Bhavadas

Associate HR Manager

Ph : 9605604357

www.vaisesikaconsulting.com

DISCLAIMER: The information in this e-mail is confidential and may be legally privileged. Any opinions, advice or communication whatsoever contained herein are subject to the terms and conditions of the written and executed Agreement/Contract with Vaisesika by the intended recipient. In case of absence of such a written and executed Agreement/Contract, this communication shall not be legally binding and any responses/reactions resulting from this communication shall not be endorsed by Vaisesika. Vaisesika do not guarantee that e-mail communications are secure or error-free, as information could be intercepted, corrupted, amended, lost, destroyed, arrive late or incomplete, or contain viruses.

SSET <sset@scmsgroup.org>

Fri, Jun 4, 2021 at 3:05 PM

To: Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

Bhavya Bhavadas <bhavya.bhavadas@vaisesika.in>

Fri, Jun 4, 2021 at 3:27 PM

To: sset@scmsgroup.org

Cc: lakshmimahesh@scmsgroup.org

Dear Sir / Madam

Please find the list of eligible candidates.

Kindly share the contact details of Izzath Jabin P K and Vismaya Madhu.

Sl.No	Name	Course	Email	Mobile
1	Abhilash K S	MCA	abhilashks.biz@gmail.com	7012007122
2	Akhil Mathew	MCA	akhilmathew123@gmail.com	9633047656
3	Alfiya Ismail	MCA	alfiyaismail05681@gmail.com	8139808657
4	Anna Jesly K A	MCA	annajesly@gmail.com	8075802426
5	Abhishek Babu T S	MCA	abhisheksatheesh@gmail.com	7012853747
6	Arya Mohan	MCA	aryamohanmanoor@gmail.com	9605493156
7	Athul K A	MCA	4uathulasalakumar@gmail.com	8281371119
8	Jyothis Mariya Jose	MCA	jjyothismaria@gmail.com	9400351557
9	Gokul K Krishna	MCA	gokul80897@gmail.com	8714180897
10	Izzath Jabin P K	MCA		
11	Mariya Thomas	MCA	mariyakkm85@gmail.com	8848197994
12	Minu Cheriyan	MCA	minucherian007@gmail.com	7012361395

13	Liya Sony	MCA	liyasonyliya@gmail.com	8086359134
14	Mary Stiniya P A	MCA	marystiniya15@gmail.com	7034665478
15	Laz S Cheruvathoor	MCA	lazsunnycheruvathoor@gmail.com	8330032712
16	Nikhil Paul	MCA	nikhilpaul124@gmail.com	7356314578
17	Nima Venu	MCA	nimavenu000@gmail.com	9995407814
18	Noora Bintah Zubair	MCA	noorazubair32@gmail.com	8943809251
19	Nimmy Varghese	MCA	nimmyv97@gmail.com	9947562049
20	Rehna Antony	MCA	rehna1434@gmail.com	6238153338
21	Thoufeek Ashraf	MCA	thoufeeq2009@gmail.com	9946142785
22	Taniya Johnny	MCA	taniyajohnny123@gmail.com	9400166813
23	Vismaya Madhu	MCA	vismayamadhu22@gmail.com	
24	Sandeep Soman	MCA	ys.sandeep.97@gmail.com	9446672640
25	Ashik Varghese	MCA	avarghese707@gmail.com	8157075025
26	Liya Elizabeth Kurian	MCA	liyaelizabethk@gmail.com	9871844779
27	Rosemary Jojo	MCA	rosemaryjojo5@gmail.com	8089603748
28	Nasiya P S	MCA	nasiyaps333@gmail.com	9847798527
29	Abhirami P Kumar	MCA	amioc0510@gmail.com	7012609819
30	Gokul Krishna	MCA	gokulkrishnaparavur@gmail.com	9048198379
31	Joseph Ashish	MCA	josephashish12345678910@gmail.com	9746865361

On Fri, Jun 4, 2021 at 2:56 PM Bhavya Bhavadas <bhavya.bhavadas@vaisesika.in> wrote:

Dear Sir / Madam

Greetings from Vaisesika !!!

Vaisesika is an ISO27001 certified, fast growing technology solutions and consulting services company, enabling the foundations of digital for clients using data, cloud and DevOps approach, to accelerate enterprise digital transformation.

We are looking for dynamic candidates with excellent communication and interpersonal skills to be hand-picked from your institution. We propose to conduct the campus recruitment process for students of your college who are pursuing the Final year / Semester of Post-Graduation in **MCA/ BTECH CS/ IT during** the current academic year (2020-21) for the role of **SOFTWARE TRAINEE**.

1. Position

SOFTWARE TRAINEE

2. Cost to Company

The Cost to Company per annum would be a minimum of `2 Lakhs and maximum of `3 Lakhs. During the probation period you will be provided with the amount of INR 5,000.

3. Period on Probation

Candidates selected will be on a probation period of 6 months.

4. Mode of Selection

The Campus Recruitment Process comprises various stages, which includes Online Assessment, Group

Thank you for the opportunity.
Regards,

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*
Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



List for vaisesika campus recruitment 2020-21.xlsx
21K

Bhavya Bhavadas <bhavya.bhavadas@vaisesika.in>
To: SSET <sset@scmsgroup.org>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Jun 7, 2021 at 11:52 AM

Hi Varun

Please find the list of eligible candidates from BTech CS.

Sl. No	Name	Course	Email	Mobile
1	Akhil Paul	BTech CS	akhilthomaspaul@gmail.com	7356419432
2	Anzu Merin John	BTech CS	amerinjohn@gmail.com	7902630344
3	Ardra Nair	BTech CS	ardra.souparnika@gmail.com	8086278731
4	Ashal M Joshy	BTech CS	aashalmariya123@gmail.com	7356480234
5	Ashil Basheer	BTech CS	ashilkb848@gmail.com	9961406956
6	Gayathri V	BTech CS	gayathrivalsaraj27@gmail.com	8921873799
7	Neal A Vinod	BTech CS	nealvinod7@gmail.com	7902539459
8	Rosemol	BTech CS	rosemolbiju15@gmail.com	7592929966
9	Shimil K Eldose	BTech CS	shimilkeldose05@gmail.com	9645842346

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Jun 7, 2021 at 3:30 PM

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

From: **Bhavya Bhavadas** <bhavya.bhavadas@vaisesika.in>
Date: Monday, June 7, 2021
Subject: Vaisesika Campus Recruitment 2020 - 2021

[Quoted text hidden]



WELCOME LETTER FROM VAISESIKA



Inbox

**Bhavya Bhavadas** Jul 14

to Bhavya, HR, bcc: me



Dear Candidate

We are pleased to inform you that you are selected for the position of **Software Trainee** in our company Vaisesika Consulting Private Limited.

Please provide us the details mentioned below for further processing of your employment offer letter.

1. Full name as in your ID Card.
2. Temporary/ Permanent house address. Also let me know to which address we have to ship the laptop.
3. Contact Phone numbers and Email ID
4. Emergency contact Number and relation to that person.
5. Any ID document with photo in it and aadhar copy.
6. Educational Documents & Pan Card

We congratulate, welcome you and wish you luck on behalf of our company and management. If you have any questions, please write back to me or reach out to +91-9605604357

Thanks & Regards



Vaisesika

Bhavya Bhavadas

Associate HR Manager

www.vaisesikaconsulting.com



sset last name <sset@scmsgroup.org>

Fwd: _G10X - Associate Engineer - Online Campus drive - Urgent !!

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Dec 3, 2021 at 9:56 PM

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

From: **Manasi B M (_G10X, IND)** <Manasi.Balan@g10x.com>
Date: Fri, Dec 3, 2021 at 5:24 PM
Subject: RE: _G10X - Associate Engineer - Online Campus drive - Urgent !!
To: Jayanand B <jayanand@scmsgroup.org>
Cc: George Joseph <georgejoseph@scmsgroup.org>, Sreevidya P (_G10X, IND) <Sreevidya.P@g10x.com>

Hi Jayanand,

Good day !!

Please be updated that Alvin Jose has got selected with us for our next batch.

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Smaartt | Campus Recruitment Drive

3 messages

Jayanand B <jayanand@scmsgroup.org>

Wed, Nov 3, 2021 at 9:10 AM

To: SSET <sset@scmsgroup.org>, Lakshmi Mahesh <lakshmimahesh@scmsgroup.org>

Madam,

PI forward to 2020 and 2021 non placed CS,EC and MCA students get get them registered in the format attached below, before 5pm today.

Regards,

Jayanand B

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

From: **Smaartt Excellence** <india@smaartt.com>

Date: Tue, Nov 2, 2021 at 2:08 PM

Subject: Smaartt | Campus Recruitment Drive

To: jayanand@scmsgroup.org <jayanand@scmsgroup.org>

Dear Sir/Madam,

Greetings from Smaartt!

We are planning to hire Engineering and MCA graduates who passed out in the year 2020 and 2021 to join our Digital Innovation Team. Eligible candidates from IT , Computer Science, Electronics and communication and MCA for the Position of Associate Consultant for Digital Innovation will be selected. We would like to organize a meeting with your placement cell to explore the possibilities to organize the recruitment drive. We are happy to associate with your prestigious organization for our Campus Recruitment. Please revert to let us know your interest at the earliest.

Smaartt Digital Consulting, Platinum Salesforce Partner and Award winners (Salesforce Partner Performance 2020) ,with its HQ based at Dubai, UAE and having Centers in Pune and Kochi.

Awaiting your valuable response

Stay Safe and Have a good Day .

Deepthy Thomas

Director-Operations

The Smaartt logo, featuring the word 'Smaartt' in a bold, sans-serif font, with a green underline under the 't's.

T: +91 8136988111

E: india@smaartt.com



Jayanand B <jayanand@scmsgroup.org>

Wed, Nov 3, 2021 at 9:15 AM

To: SSET <sset@scmsgroup.org>, Lakshmi Mahesh <lakshmimahesh@scmsgroup.org>

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

From: **Smaartt Excellence** <india@smaartt.com>

Date: Tue, Nov 2, 2021 at 4:42 PM

Subject: Re: Smaartt | Campus Recruitment Drive

To: Jayanand B <jayanand@scmsgroup.org>

Hello Sir,

Greetings!

Received your response with thanks.

Attaching the Job description along with Talent details Excel sheet for your reference. Please find the attachment.

If you have any queries, please let me know.

We are more than happy to associate with your organization for our campus recruitment drive.

Regards


Deepthy Thomas

Director-Operations

 Logo Description automatically generated

T: +91 8136988111

E: india@smaartt.com

 signature_297590647

From: Jayanand B <jayanand@scmsgroup.org>

Sent: Tuesday, November 2, 2021 3:12 PM

To: Smaartt Excellence <india@smaartt.com>

Subject: Re: Smaartt | Campus Recruitment Drive

Dear Madam,

Greetings from SCMS School of Engineering and Technology.

Thank you very much for your mail regarding the campus placement for our students. We are indeed happy and thrilled to take part in the Campus Drive.

Regards,

Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Ernakulam.
Mob 9447442427

[Quoted text hidden]

3 attachments



SSET <sset@scmsgroup.org>

Wed, Nov 3, 2021 at 9:33 AM

To: Aswin Remesh <aswinremeshch1@gmail.com>, Pooja Suresh <poojaspisharady@gmail.com>, AGNEY SAIDAS <agney.saidas7@gmail.com>, ahalyabaiju542@gmail.com, Ajser Juman <ajserktp@gmail.com>, AKASH NAMBIAR <akashmayoogham@gmail.com>, Alen T Baburaj <alentbaburaj145@gmail.com>, Alvin Jose <ajalvin007@gmail.com>, anaghakj1999@gmail.com, ANN AKKARA <annjakkara@gmail.com>, Ardra Nair <ardra.souparnika@gmail.com>, arjun suresh <arjunsuresh1999@gmail.com>, mr ashil <ashilkb584@gmail.com>, dheeshnamd4u@gmail.com, veeyae stores <veeyaestores@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, k4krishnanath@gmail.com, maneesh krishna <maneeshappus@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerceevee@gmail.com, Premkrishna Sujit <prem.kitchu@gmail.com>, Kannan TH <kannanth97@gmail.com>, robin abraham <abraham28rob@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, snehanambiar7120@gmail.com, Zohan james <sohanjames33@gmail.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Vikhnesh Krishna <vikhneshkrishna@gmail.com>, Vikhnesh Krishna <vichu.tycoon007@gmail.com>, vinaydeo1999@gmail.com, Vinay Stephen <vinaystephen1@gmail.com>, vinilvarghesethecr7@gmail.com, vishnugopidas12@gmail.com, vishnu787vp@gmail.com, dennycjose@gmail.com, amalpod1999@gmail.com, amalposeidon@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, ardraanil@gmail.com, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com, athulyakt69@gmail.com, dilukp1997@gmail.com, geetikagopinath99@gmail.com, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, tejasj99@gmail.com, jomelthomas007@gmail.com, Aanand Hari <aanandhari12@gmail.com>, Aaron Fernandez <aaronfernz@hotmail.com>, abdulsamadsait07@gmail.com, abhijithanilkumar1801@gmail.com, abhijith.anil@gmail.com, abhijiths13@yahoo.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Adarsh Viswanath <adarshviswanath1998@gmail.com>, aiswaryavinod066@gmail.com, Ajay KS <ajayks1729@gmail.com>, Akshay Ajith <akshayajith9981@gmail.com>, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, Amelin Denny <amelindenny@gmail.com>, MASS Media <anandhu070@gmail.com>, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Ann Maria <annmaria1419@gmail.com>, Anson Pinhero <ansonpinhero@gmail.com>, Antony Jose <antonyjoseachandy@gmail.com>, anwindavid@gmail.com, achus998@gmail.com, Arjun Ghosh <ghosharjun23@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, Arshad Ansifer <arshadansifer1998@gmail.com>, ashilshanavas@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, ashwin K a <ashwin7pascua@gmail.com>, athuks.plm@gmail.com, athira theres <athiratheres97@gmail.com>, athoozz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, Athul Kumar <kumarathul63@gmail.com>, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, Bhavya Vijil <bhavyavijil@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, cvchaithra50@gmail.com, chinmaykrishnas@gmail.com, xinarose123@gmail.com, davidpthavoo@gmail.com, diyakd1998@gmail.com, fasnafas1247@gmail.com, gbabu387@gmail.com, gayathri98@gmail.com, gayathrimulloth789@gmail.com, gokuldas1303@gmail.com, gokulsudhakaran768@gmail.com, gopikavgk@gmail.com, hr00019@gmail.com, hudaif747@gmail.com, Isham Mohamed <mail.to.isham@gmail.com>, Jackson K George <jacksonkgeorge28@gmail.com>, JJ innovationz <jerinjoseputhussery7@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirithi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, "Akarsh .M" <akarsh2868@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minu n sunil <minunsunil@gmail.com>, Falah Yusuf Hamza <falahyusufhamza@gmail.com>, Naijith Gopal <gnaijith78@gmail.com>, Namisha Nazeer <namisha123@gmail.com>, Nandu Shaji <nandushaji099@gmail.com>, Navaneeth Asok <asok.navaneeth@gmail.com>, navya shali <navyashali1@gmail.com>, nidhunacheriyedath@gmail.com, nikilskumar4444@gmail.com, nivedithageorge20@gmail.com, parvathyharish97@gmail.com, pranavprakash997@gmail.com, pkpranav14@gmail.com, prashantganesh007@gmail.com, rajathomas734@gmail.com, rajathomas734@live.com, richusabu254@gmail.com, rifasmuhammed007@gmail.com, risasherinc@gmail.com, rosemaybinny246@gmail.com, rosemayjoy1997@gmail.com, rosemathew1998@gmail.com, roweenajames7572@gmail.com, sajinstalin007@gmail.com, jmattamsandra@gmail.com, sara.abraham12@gmail.com, sarathkrishnaambadi1@gmail.com, sauravbavar@gmail.com, sebinignatious@gmail.com, shamilp619@gmail.com, sherinphilip3@gmail.com, shwejacob@gmail.com, sbinvarghese1@gmail.com, sidharthk97india@gmail.com, rejikumarsilpa6@gmail.com, bssravan18@gmail.com, sreelakshmiprasad77@gmail.com, sreelekshmisreelechu@gmail.com, arun.lsubramanian@gmail.com, thusharapt1997@gmail.com, tominjose123@gmail.com, vaisakvijay78@gmail.com, mnvishal25@gmail.com, vishnupriya8017@gmail.com, vishnuramesh19@gmail.com, Abhilash Aravath <abhiaravath3@gmail.com>, ABHIRAMI K <tintu.abhi@gmail.com>, aiswarya nair <aiswarya.nair98@gmail.com>, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpspunnilath@gmail.com>, Akhil Salim <akhilsalim27898@gmail.com>, akshaykumartv505@gmail.com, alwin



sset last name <sset@scmsgroup.org>

Fwd: Smaartt | Campus Recruitment Drive

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Dec 21, 2021 at 10:21 AM

Madam,

Thank you very much for the update. We request your kind selves to consider our institution for future placements as well.

Regards,

Jayanand B

On Mon, Dec 20, 2021 at 3:56 PM Smaartt Excellence <india@smaartt.com> wrote:

Hello Sir,

Greetings!

We are more than happy to inform you that Mr.Robin Abraham from SCMS School of Engineering and Technology got selected and joined Smaartt Digital Innovation team as Associate Consultant-Digital Innovation.

Thanks for your valuable Support!

Regards


Deepthy Thomas

Director-Operations

 Logo Description automatically generated

T: +91 8136988111

E: india@smaartt.com

 signature_297590647

From: Jayanand B <jayanand@scmsgroup.org>

Sent: Wednesday, November 3, 2021 3:26 PM

To: Smaartt Excellence <india@smaartt.com>

Subject: Re: Smaartt | Campus Recruitment Drive

Dear Madam,

Please find the attached list of students who came forward for Smaartt Placement from our institution.

Thanks and Regards,

Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Ernakulam.

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

TCS Campus Hiring - YOP 2021

2 messages

Shibas N P <shibas.np@tcs.com>

Sat, Sep 26, 2020 at 2:22 PM

Cc: Deepthi Damodaran <deepthi.damodaran@tcs.com>, Archana Johnson <archana.johnson1@tcs.com>, Jeston Raphael <jesto.r@tcs.com>

Dear Sir/Madam,

Greetings from TCS!

Trust you and your loved ones are continuing to be safe and in good health.

It is a matter of pride that despite the current unforeseen and unprecedented times, we have been navigating towards our goals by being purpose-driven, resilient and adaptable there by empowering our stakeholders to realize their objectives. We continue to live by our tradition of going the extra mile by responding to the society, our partners, our customers and the employees with utmost commitment.

Continuing with our Innovative spirit, **NQT has taken a new avatar to bring wider opportunities closer to the students and academia.**

This year, TCS Campus Test Process will be administered as part of the **National Qualifier Test (NQT)** conducted by TCS iON, our Official Test Partner. **The NQT Score secured by a student would be considered for the TCS Campus Hiring Process.**

- TCS Campus Hiring for YOP 2021 is open for all Engineering Disciplines B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc.
- Registrations are open on NQT Portal until 17th October 2020 (<https://learning.tcsionhub.in/hub/national-qualifier-test/>) for NQT scheduled on **24th/25th/26th October 2020**
- Students are required to register on NQT Portal to get their Registration Number
- Post registration, students could be batched on any of the above dates for taking up the NQT
- **To be considered for TCS Selection Process, candidates must register at the TCS Next Step Portal (<https://nextstep.tcs.com/campus/#/>), specifying the NQT Registration number**
- After the NQT, TCS Applicants' NQT Score will be taken from TCS iON
- Basis the NQT Score, the shortlisting for next round will be decided
- TCS Applicants' who are toppers from NQT will be further given a chance for TCS Digital Selection Process

Kindly refer the below link for more details.

https://www.tcs.com/careers/TCSCampusHiringYoP2021#section_1

If there are any queries, please feel free to connect with us. We look forward to your continued support and cooperation for a successful and mutually rewarding campus season.

Regards
Shibas

Shibas N.P
Campus Recruitment Lead- Kerala
Tata Consultancy Services
Voip:- 4487215
Phone:- 0484-6187215
Cell:- 9846553333
Mailto: shibas.np@tcs.com
Website: <http://www.tcs.com>

Experience certainty. IT Services
Business Solutions
Consulting

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sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 10, 2021 at 12:39 PM

[Quoted text hidden]



Offer: Computer Consultancy

Ref: TCSL/DT20206469984/Trivandrum

Date: 09/01/2021

Ms. Anagha Sujith K
House No:11 , BhavukamPoozhithodu Road,
South Chittoor,
Ernakulam-682027,
Kerala.
Tel# 91-9446532325

Dear Anagha Sujith K,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/DT20206469984

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Anagha Sujith K
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy

Ref: TCSL/DT20206470348/Trivandrum

Date: 09/01/2021

Ms. Janet Joby
Chunkan HouseMelloor,
Melloor,
Thrissur-680311,
Kerala.
Tel# -

Dear Janet Joby,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/DT20206470348

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Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Janet Joby
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy

Ref: TCSL/DT20206517229/Trivandrum

Date: 09/01/2021

Ms. Krishnapriya M J
Madathikulangara House Puthenvelikara,
Manancherikunnu,
Ernakulam-683594,
Kerala.
Tel# -

Dear Krishnapriya M J,

Sub: Letter of Offer

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

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

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

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

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

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GROSS SALARY SHEET

Annexure 1

Name	Krishnapriya M J
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy

Ref: TCSL/DT20207260578/Trivandrum

Date: 09/01/2021

Mr. Sarath Sajan
137, Thengungal House, Street No. 10aKuttichira Road,
Kalathode,
Thrissur-680655,
Kerala.
Tel# -

Dear Sarath Sajan,

Sub: Letter of Offer

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

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

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

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

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

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Sarath Sajan
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



sset last name <sset@scmsgroup.org>

Invitation to participate in Infosys Campus Recruitment Program for 2020-21

9 messages

Pon Balaji Sankar <pon.sankar@infosys.com>

Thu, Sep 3, 2020 at 11:50 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun,

Greetings!

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,458 clients in 46 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,39,000+ employees makes this happen.

At Infosys, we have a [signature strategy](#) to help our employees move forward. We enable them to build technology solutions for the future, we ensure their career never stands still, and that we navigate further, together. Through always-on learning options, career opportunities through bridge programs, and training in advanced technologies, we help our people to achieve what they desire the most.

As we begin campus recruitment for 2021 batch of students, we are keen to partner with your institute for Infosys Campus Recruitment Program 2020-21. You are requested to send a confirmation on this mail.

Our campus recruitment program will be conducted online this year. The test process would be a virtual online assessment and the shortlisted students would be required to undergo video interview to assess their technical and behavioral skills.

You are requested to refer to the attached '**Eligibility Criteria**' to identify the eligible students from your institute for our recruitment program.

To nominate students for our recruitment program, kindly share the details of eligible students with us in the attached 'Student Details Sheet' latest by Monday, September 7, 2020.

Please note, our processes are system driven, hence we will not be able to accommodate any changes/additions to this list after the due date.

Kindly share the attached '**Important Instructions for Students**' with the eligible candidates so that they can adhere to the process.

In case of any query, feel free to contact me.

We look forward to a long and successful partnership with you.

Regards,

Pon Balaji

Talent Acquisition

Infosys Limited

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3 attachments



Student data sheet_2021.xls

27K



Important Instructions for Candidates.pdf

474K



Infosys Campus Recruitment Program_Eligibility Criteria.pdf

47K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Sep 4, 2020 at 2:57 PM

[Quoted text hidden]

3 attachments



Student data sheet_2021.xls

27K



Important Instructions for Candidates.pdf

474K



Infosys Campus Recruitment Program_Eligibility Criteria.pdf

47K

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: "Dr. Praveensal C.J." <praveensal@scmsgroup.org>
Cc: Gopakumar S <gopakumars@scmsgroup.org>, SSET <sset@scmsgroup.org>

Fri, Sep 4, 2020 at 9:28 PM

Dear Sir,

We have received the communication from Infosys for conducting the campus placements. I believe the online test and interview would be scheduled after two or three weeks. We have already started training on interview and group discussion which is done personally by me.

It is also very important to give the final training for clearing the aptitude test. The main modules of the training by Konfidence on Quantitative Aptitude, Logical Reasoning, Verbal Ability and the Infosys pattern training are pending.

Kindly look into this matter at the earliest so that we will have good number of students clearing the aptitude test this year also. We can plan the training only for the eligible and interested candidates and the new training proposal from Konfidence is much better.

Looking forward to hearing from you soon,
Thank you,
Varun

[Quoted text hidden]

--
Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*
Associate Professor - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

3 attachments

 **Student data sheet_2021.xls**
27K

 **Important Instructions for Candidates.pdf**
474K

 **Infosys Campus Recruitment Program_Eligibility Criteria.pdf**
47K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Sep 7, 2020 at 5:21 PM

Dear Sir,

Greetings from SCMS School of Engineering and Technology!!

Thanks for the effort taken for the recruitment of our 2021 batch students too. As per the mail, I hereby confirm the Day 1 status Exclusively to Infosys for our 2021 batch students.

Attached herewith the filled template of our 257 candidates for the selection process to be conducted by your esteemed organization. As per the present Covid 19 situations, our students are presently out of campus attending online classes.

Kindly intimate further details of online process.

Looking forward to hearing from you soon.

Warm Regards

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*
Associate Professor - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684
[Quoted text hidden]

 **SCMS-Registration - Infosys Campus Recruitment 2021.xlsx**
108K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Sep 7, 2020 at 6:04 PM

Revised list



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment Program: List of students selected for a job offer

5 messages

Pon Balaji Sankar <pon.sankar@infosys.com>

Fri, Dec 18, 2020 at 1:12 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun,

We are delighted to share the list of students from your institute who have successfully cleared the interview round of Infosys Campus Recruitment Program 2020-21. Please refer to the attached excel sheet to see the list.

The results for students who participated in our campus recruitment program but their names are missing from the list will also be shared with you shortly.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

We look forward to a long and successful partnership with you.

Warm regards,

Pon Balaji

Talent Acquisition

Infosys Limited

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 SCMS.xlsx
10K**Pon Balaji Sankar** <pon.sankar@infosys.com>

Fri, Dec 18, 2020 at 2:06 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Dear Prof.,

Please note that RAI is a reject.

Sno	Candidate Name	Candidate Email	Final Status
1	Aswathy Sudhi	aswathypsudhi@gmail.com	Offer
2	Sanju M P	mpsanju123@gmail.com	RAI
3	Rahul Krishnan	vaishnavam.rahul@gmail.com	Offer
4	Shallet T Eldho	shalletmary1999@gmail.com	Offer
5	Nadeem Ahmed V A	vanadeem@gmail.com	Offer
6	Kailasnath R	kailasctla@gmail.com	Offer
7	Manoja E	manojae98@gmail.com	Offer
8	ARSHIK ANTONY	01antony.arshik@gmail.com	Offer
9	Kiran Sanath	32kiransanath.ks@gmail.com	RAI
10	Zaheer Rahim E	zaheerrahime@gmail.com	Offer
11	Febin Jose	febinjosec98@gmail.com	RAI
12	Sumayya Suhail	anzam.suhail4321@gmail.com	RAI
13	Akshara K R	aksharakrajesh7@gmail.com	Offer
14	Sreeram V Dev	sreeram.dev3@gmail.com	RAI
15	Navaneeth Krishnakumar	navneethkrishnakumar25@gmail.com	Offer
16	Rohith K V	rohithkv712@gmail.com	Offer
17	Amal Revi Kunnambath	amalrevi37@gmail.com	Offer
18	Rahul K R	rahulkr390@gmail.com	RAI
19	Sarath Amay Nair	sarathnair30@outlook.com	RAI
20	Ijaz M.	ijazbm@protonmail.com	Offer
21	Anjaly Gopan	anjalygopan@gmail.com	RAI

Candidate Name	Candidate Email	Final Status
Anagha SUJITH K	anagha16sujith@gmail.com	Offer
Sarath Sajan	sarathsajan1998@gmail.com	Reject
Sayooj Suresh	sayoojsuresh.suresh6@gmail.co	Offer
Shravan Manoj	shravanmanoj911@gmail.com	Offer

Candidate Name	Candidate Email	Final Status
Aparna .	aparnapanand099@gmail.com	Offer
Bestin Antu	bestinantunps@gmail.com	Offer
Hida Rahman	hrpn.hida@gmail.com	Offer
Sarath J	jsarathkaralmanna@gmail.com	Offer
Meera C Anil	meeracanil.444@gmail.com	Offer
Roshan Prasad	roshanp60@gmail.com	Offer
Shahil M M	shahilmm1@gmail.com	Reject

Candidate Name	Candidate Email	Final Status
Aparna P A	aparna.koyari@gmail.com	Reject
Agatha Aji	agathaaji99@gmail.com	Offer
Ajil Jaison	ajiljaison64@gmail.com	Offer
Anupa T Sebastian	anupatsebastian@gmail.com	Offer
Arundhathi A	arundhathiaa@gmail.com	Offer
Athila V A	athilava08@gmail.com	Offer
Krishnapriya M J	krishnapriyajayakumar1@gmail.com	Offer
Pranav P	pranavpavanpradeep321@gmail.com	Offer
Saranya M Nambiar	saranyasaaru99@gmail.com	Offer
Shahistha .	shahistha1999@gmail.com	Offer
Sravan Vinod K	sravanvinodk111@gmail.com	Offer
Varun Anil	varunanil17@gmail.com	Offer
Vishnu Menon	vishnukm147@gmail.com	Offer

Candidate Name	Candidate Email	Final Status	College Name
Ajay S	ajaysan2017@gmail.com	Offer	SCMS School of Engineering and Technology
Jyothish A	athi.jyothish@gmail.com	Offer	SCMS School of Engineering and Technology
Jiso Jose	jisojose6@gmail.com	Offer	SCMS School of Engineering and Technology
Joanne George	joannejuliet21@gmail.com	Offer	SCMS School of Engineering and Technology
Nivedya K P	nivedyakp1999@gmail.com	Reject	SCMS School of Engineering and Technology



sset last name <sset@scmsgroup.org>

Sutherland Campus Invite - SCMS School of Engineering and Technology !

9 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Mon, Dec 7, 2020 at 7:09 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. Varun,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at www.sutherlandglobal.com, and follow us on FB www.facebook.com/SutherlandGlobalServicesIndia/

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive for **SCMS School of Engineering and Technology** on the **6Jan'21**. We request you to collect the details of the interested students in the attached excel sheet and share it with us on or before **3Jan'2021**.

Pre-requisite

Graduates/ Three year Diploma Holder
Basic computer knowledge in Hardware, Operating Systems and Networking
Aptitude for troubleshooting Desktops/ Laptops
Excellent spoken and written English communication skills
Open to work in Rotational shifts

Work Location	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Airoli)
Salary	Up to 2.50 L (Fresher's) - Package differs based on the individual's skill set

Interview process

Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Presentation	A presentation on Sutherland - 40 to 45 mins in WebEX
Non-voice Screening	Online assessment – Laptop/Desktop is mandatory
Initial Screening	JD/ one on one conversation in Breakout session of 20 - 25 students - approx 45 mins per batch
Communication Assessment and HR Interview	Candidates clearing communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared two days before the fixed drive date.
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,

**Divya G Thiyagarajan**

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiyagarajan@sutherlandglobal.com

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**Sutherland Interview data tracker.xlsx**

11K

SSET <sset@scmsgroup.org>

Mon, Jan 4, 2021 at 11:44 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Madam,

Thanks for the invitation extended for this year recruitment too. As per the mail, attached herewith the filled template of our 107 candidates for the drive to be conducted by your esteemed organization on **6th January 2021**.

Kindly confirm the further details of the same.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

**Sutherland Interview data tracker.xlsx**

33K

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 10:43 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Kindly confirm the virtual drive details scheduled by your esteemed organization on **6th January 2021** for our 2021 batch students.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 1:09 PM

To: SSET <sset@scmsgroup.org>Cc: Varun Menon G <varunmenon@scmsgroup.org>

Hi,

Greetings for the day.

Gentle reminder for tomorrow's drive.

[Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.](#)

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared (database is already received, please update if there is any change)
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Reach out to me on 8137010196 if you have any queries.

Regards,

Silviya

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,



Divya G Thiagarajan

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiagarajan@sutherlandglobal.com

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[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 2:12 PM

To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Thanks for the details. Our students will attend the drive as per the schedule.

It may kindly be noted that the email id of our candidates **Sl. No.36 - Rosemol Biju** is rosemolbiju15@gmail.com, which was entered wrongly in the student tracker sheet, mailed yesterday.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



Sutherland Interview data tracker.xlsx
33K

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 2:23 PM

To: SSET <sset@scmsgroup.org>

Hi Varun,



sset last name <sset@scmsgroup.org>

SCMS School of Engineering and Technology - Congratulations to the Selected Candidates

6 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. Varun

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for Campus Hiring . I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews & have b
Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Primary Number	Alternate Number	Email	DOB	Fathers name	
1	B.Tech-CE	Shifa	Ebrahim	7994017033	9745843667	shifae11@gmail.com	6/11/1999	Ebrahim	SCM
2	B.Tech-CSE	Pooja	S	8589832331		poojaspisharady@gmail.com	14-Mar-00	Suresh N.P	SCM
3	B.Tech-CSE	Aditya	Manoj	8848882147	9745359445	adityamnj@gmail.com	9-Feb-99	Manoj Kumar	SCM
4	B.Tech-CSE	Mariya	Raphel	7034323872	9447529005	marjith347@gmail.com	2-Jun-99	V O Rappai	SCM
5	B.Tech-CSE	Aswin	Remesh	9495741913		aswinremeshch1@gmail.com	5-May-99	Remesan M. G.	SCM
6	B.Tech-CSE	Meera	C Anil	8086148492	8848884384	meeracanil.444@gmail.com	4-Feb-99	Anilkumar C C	SCM
7	B.Tech-CSE	Saranya	M.Nambiar	8921069156		saranyasaaru99@gmail.com	1-Jun-99	P.N.Mukundan	SCM
8	B.Tech-CSE	Parvathi	P J	7594071337	9895805372	parvathijoshi09@gmail.com	25-Mar-99	Joshi P G	SCM
9	B.Tech-ECE	Honey	Manoj	7356988559	9539866704	honeymanoj76@gmail.com	17-Jul-99	Manoj John	SCM
10	B.Tech-ECE	Amal	T	7994195501	9744310441	amalposeidon@gmail.com	25-Jun-99	Ashwanikumar T	SCM
11	B.Tech-ECE	Sarath	Sajan	7907498200		sarathsajan1998@gmail.com	12-Dec-98	Sajan Baby	SCM
12	B.Tech-ECE	Anjali	K	9946142543	9495133305	anjalikrishnan11@gmail.com	22-Feb-99	M Kuttikrishnan	SCM
13	B.Tech-ECE	Gokul Das	M	9947982234	9037253972	gokulmdas99@gmail.com	29-May-99	M Thulasidas	SCM
14	B.Tech-ECE	R S	Vishnu Priya	9048076999		vpriyasajeevkumar@gmail.com	20-May-98	Sajeevkumar R N	SCM
15	B.Tech-ECE	Denny	Jose C	9446410071	9895771912	dennycjose@gmail.com	10-May-99	Cj Jose	SCM
16	B.Tech-ECE	Vishnu	K Menon	9526340449	9847510672	vishnukm147@gmail.com	2-Aug-99	Krishnakumar K M	SCM
17	B.Tech-EEE	Anshya	Shibi S	9562464666	9447052157	anshyasmile@gmail.com	24-Dec-99	M Subash	SCM
18	B.Tech-EEE	Vishnu	Unnikrishnan	8826180980	8826180980	vishnuabl2@gmail.com	12-Sep-99	Unnikrishnan.P	SCM
19	B.Tech-ME	Allen	Issac	7012861409	7594957212	allenissac08@gmail.com	16-Jul-98	Shency Abraham	SCM
20	B.Tech-ME	Anandsivan	S	8921720413	9544098868	anandsivan1999@gmail.com	7-Aug-99	M P Santhoshkumar	SCM
21	B.Tech-ME	Vishnu	K B	9605330247	9567419809	vishnukb1000@gmail.com	14-Sep-99	Bahuleyan K K	SCM
22	B.Tech-ME	Aswanth	R	9072109953	9744343336	aswanthr2323@gmail.com	23-May-99	B Rajeev	SCM
23	B.Tech-ME	Gopika Ganga	Nair	9747124768		gopikaganganair@gmail.com	2-Feb-99	Ganga V Nair (Mother)	SCM
24	B.Tech-ME	Kiran	John	9061129561	9567881772	kiranj90611@gmail.com	24-Jun-99	Renni John	SCM

Regards,



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 26-03-2021

Dear Amal T (B.Tech-ECE)

Congratulations!!!

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

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

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

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

Yours sincerely,

Talent Acquisition
Sutherland

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Denny Jose C (B.Tech-ECE)

Congratulations!!!

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

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Yours sincerely,

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Sutherland

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Gokul Das M (B.Tech-ECE)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Honey Manoj (B.Tech-ECE)

Congratulations!!!

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

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

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Yours sincerely,

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Sutherland

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear R S Vishnu Priya (B.Tech-ECE)

Congratulations!!!

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

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Yours sincerely,

Talent Acquisition
Sutherland

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Sarath Sajan (B.Tech-ECE)

Congratulations!!!

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

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

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

- 10 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
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- Pan Card- Mandatory to open bank account.
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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 26-03-2021

Dear Anjali K (B.Tech-ECE)

Congratulations!!!

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

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

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

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- Pan Card- Mandatory to open bank account.
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

Talent Acquisition
Sutherland

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 26-03-2021

Dear Vishnu K Menon (B.Tech-ECE)

Congratulations!!!

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

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

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- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

Talent Acquisition
Sutherland

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



sset last name <sset@scmsgroup.org>

SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)

5 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Wed, Apr 28, 2021

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>

Dear Mr. Varun,

Greetings from Sutherland!!!

It was indeed a pleasure conducting the virtual campus drive for your institution . I'm hereby mentioning the details of those vibrant minds who have cleared our Non Voice rounds of interview and have been shortlisted as a "Associate" . Our Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Primary Number	Alternate Number	Email	College name
1	B.Tech-AUE	Basil	John	9745344199		basiljohn1998@gmail.com	SCMS School of Engineering and Technology
2	B.Tech-CE	Mahima	Babu Kc	9061237493	9745127278	mahimabkc@gmail.com	SCMS School of Engineering and Technology
3	B.Tech-CE	Angel	Joy	9961921966	9048343425	angeleliyajoy31@gmail.com	SCMS School of Engineering and Technology
4	B.Tech-CSE	Sarath Amay	Nair	7909169432	8590388478	sarathnair30@outlook.com	SCMS School of Engineering and Technology
5	B.Tech-CSE	Sreeraj	B R	8289964892	9497345892	brsreerajbr@gmail.com	SCMS School of Engineering and Technology
6	B.Tech-CSE	Mohammed	Suhaib V A	7025370616	7025370616	msuhaib010@gmail.com	SCMS School of Engineering and Technology
7	B.Tech-CSE	Abhijith	Chacko	8078152079	7510790407	abhijithultimate07@gmail.com	SCMS School of Engineering and Technology
8	B.Tech-CSE	Sten	Benny	7909154709		stenbenny02@gmail.com	SCMS School of Engineering and Technology
9	B.Tech-CSE	Gayathri	V	8921873799		gayathrivalsaraj27@gmail.com	SCMS School of Engineering and Technology
10	B.Tech-CSE	Ashil	Basheer	9961406956	9605266077	ashilkb848@gmail.com	SCMS School of Engineering and Technology
11	B.Tech-CSE	Neal	Vinod	7902539459		nealvinod7@gmail.com	SCMS School of Engineering and Technology
12	B.Tech-CSE	Rithwik	S Menon	7012715036	9497492743	rithwikmenons@gmail.com	SCMS School of Engineering and Technology
13	B.Tech-CSE	Robin	Abraham	9497458402	8281975840	abraham28rob@gmail.com	SCMS School of Engineering and Technology
14	B.Tech-CSE	Vishnuraj	K R	9497877691		vishnuraj9991@gmail.com	SCMS School of Engineering and Technology
15	B.Tech-CSE	Ajil	Jaison	9745957595	9947014087	ajiljaison64@gmail.com	SCMS School of Engineering and Technology
16	B.Tech-CSE	Anupa	T Sebastian	8589820268	9497121998	anupatsebastian@gmail.com	SCMS School of Engineering and Technology
17	B.Tech-CSE	Ardra	Nair	8086278731	9946571095	ardra.souparnika@gmail.com	SCMS School of Engineering and Technology
18	B.Tech-CSE	Ashal M	Joshly	7356480234	7356480234	aashalmariya123@gmail.com	SCMS School of Engineering and Technology
19	B.Tech-CSE	Divya	Sabu	9447634010		divya13499@gmail.com	SCMS School of Engineering and Technology
20	B.Tech-CSE	Hariharan	V	8921086636		hariharanv72@gmail.com	SCMS School of Engineering and Technology
21	B.Tech-CSE	Hida	Rahman	9048077040	9846383069	hprn.hida@gmail.com	SCMS School of Engineering and Technology
22	B.Tech-CSE	Hisana	T Y	7356853120	7306690847	hizanayoonus321@gmail.com	SCMS School of Engineering and Technology
23	B.Tech-CSE	Jiso	Jose	9020466018	8078282110	jisojose6@gmail.com	SCMS School of Engineering and Technology
24	B.Tech-CSE	Jyothish	A	8089714037		athi.jyothish@gmail.com	SCMS School of Engineering and Technology
25	B.Tech-CSE	Kavitha	K K	8078173586	9072089422	kavithavanchookalam@gmail.com	SCMS School of Engineering and Technology
26	B.Tech-CSE	Malavika	K Nair	9961158289		malavika.knair@gmail.com	SCMS School of Engineering and Technology

27	B.Tech-CSE	Milna	James	9188024669	7594024669	jamesmilna22@gmail.com	SCMS School of Engineering and
28	B.Tech-CSE	Premkrishna	Sujit	9400645867		prem.kitchu@gmail.com	SCMS School of Engineering and
29	B.Tech-CSE	Ramachandran	T H	9633590965		kannanth97@gmail.com	SCMS School of Engineering and
30	B.Tech-CSE	Shimil K	Eldose	9645842346	9846691453	shimilkeldose05@gmail.com	SCMS School of Engineering and
31	B.Tech-CSE	Vinay	Steephen	8592008665	9447245644	Vinaystephen1@gmail.com	SCMS School of Engineering and
32	B.Tech-ECE	Aishwarya	Nandakumaravarma	9400835315		varmaaishwarya3@gmail.com	SCMS School of Engineering and
33	B.Tech-ECE	Amal	Prasannan	9061716323		amalpodi1999@gmail.com	SCMS School of Engineering and
34	B.Tech-ECE	Ananya	Rajesh	9747943749	8921283745	ananyarajesh33@gmail.com	SCMS School of Engineering and
35	B.Tech-ECE	Anjana K	Saju	9048483595	7025352098	anjanaksaju97@gmail.com	SCMS School of Engineering and
36	B.Tech-ECE	Aravind	J	9496102309	9447665399	aravindtekkot@gmail.com	SCMS School of Engineering and
37	B.Tech-ECE	Aswathy	Gopalakrishnan	8281343599		aswathy_gp@ieee.org	SCMS School of Engineering and
38	B.Tech-ECE	Athulya	K T	7594958475		athulyakt69@gmail.com	SCMS School of Engineering and
39	B.Tech-ECE	Tejas	Cj	8075797056	7559812165	tejas99@gmail.com	SCMS School of Engineering and
40	B.Tech-EEE	Elvin	T G	8078256324	7012094241	elvinthekkanath@gmail.com	SCMS School of Engineering and
41	B.Tech-EEE	Shibin	M S	9048563018	9947298337	shibinmadathingal1998@gmail.com	SCMS School of Engineering and
42	B.Tech-EEE	Tritin	Thomas	9562656170	9562656170	trittinthomas@gmail.com	SCMS School of Engineering and
43	B.Tech-EEE	Nakash Faisal	K	8891424342	9847727228	Nakashfz19@gmail.com	SCMS School of Engineering and
44	B.Tech-ME	Amal Krishna	Alassery	9895685092	8156974226	amalkrishnalassery@gmail.com	SCMS School of Engineering and
45	B.Tech-ME	Sreeharsh	R P	9656976175	8086860553	sreeharsh28012000@gmail.com	SCMS School of Engineering and
46	B.Tech-ME	Akhil	Saji	9745462085		akhilsaji27@gmail.com	SCMS School of Engineering and

Regards,

Sutherland Campus Team

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SSET <sset@scmsgroup.org>

To: Varun Menon G <varunmenon@scmsgroup.org>

Wed, Apr 28, 2021 at 6:12 AM

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Apr 28, 2021 at 6:42 AM

To: Basil John <basiljohn1998@gmail.com>, "mahimabkc@gmail.com" <mahimabkc@gmail.com>, "angeleliyajoy31@gmail.com" <angeleliyajoy31@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, "ashilkb848@gmail.com" <ashilkb848@gmail.com>, "nealvinod7@gmail.com" <nealvinod7@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, robin abraham <abraham28rob@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, Ajil Jaison <ajiljaison64@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, Ardra Nair <ardra.souparnika@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, Divya Sabu <divya13499@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Jiso Jose <jisose6@gmail.com>, Kavitha K K <kavithavanchchoorkalam@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, Malavika K Nair <malavika.knair@gmail.com>, "jamesmilna22@gmail.com" <jamesmilna22@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, Kannan TH <kannanth97@gmail.com>

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

From: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Date: Wednesday, April 28, 2021

Subject: SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>

[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Wed, Apr 28, 2021 at 10:19 AM

To: SSET <sset@scmsgroup.org>



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Aishwarya Nandakumaravarma (B.Tech-ECE)

Congratulations!!!

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

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

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Amal Prasannan (B.Tech-ECE)

Congratulations!!!

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

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Sutherland**

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Ananya Rajesh (B.Tech-ECE)

Congratulations!!!

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

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Sutherland**

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Anjana K Saju (B.Tech-ECE)

Congratulations!!!

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

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Sutherland**

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Aravind J (B.Tech-ECE)

Congratulations!!!

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

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Sutherland**

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PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Aswathy Gopalakrishnan (B.Tech-ECE)

Congratulations!!!

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

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**Talent Acquisition
Sutherland**

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Athulya K T (B.Tech-ECE)

Congratulations!!!

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

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**Talent Acquisition
Sutherland**

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Tejas Cj (B.Tech-ECE)

Congratulations!!!

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

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- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

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



sset last name <sset@scmsgroup.org>

QuEST Global - Final Selects - SCMS - LOI's

4 messages

Rohitha Reddy <Rohitha.Reddy@quest-global.com>

Wed, Feb 17, 2021 at 5:00 PM

To: SSET <sset@scmsgroup.org>, Rukhiya Ashraff <Rukhiya.Ashraff@quest-global.com>

Cc: Guruprasad N <Guruprasad.N@quest-global.com>, Varun Menon G <varunmenon@scmsgroup.org>, Rukhiya Ashraff <Rukhiya.Ashraff@quest-global.com>

Dear Placement Officer,

Greetings from **University Relations Team**, QuEST Global!!Attached, LOI's for all the selected **12** students.Kindly share the dully signed scanned LOI's by students from your end here on or before **18th February, 2021**.**Also, please fill and share the details of all the selected students in the attached sheet – “Selected Candidate data sheet”.**

Regards,

P.Rohitha Reddy**HR - University Relations Team****QuEST Global**

Building 7B

Embassy Tech Village

Bellandur, Varthur Hobli

Bangalore, Karnataka - 560 103

E: rohitha.reddy@quest-global.com

W: <http://www.quest-global.com>

From: SSET <sset@scmsgroup.org>**Sent:** Monday, February 15, 2021 10:41 AM**To:** Rohitha Reddy <Rohitha.Reddy@quest-global.com>; Rukhiya Ashraff <Rukhiya.Ashraff@quest-global.com>**Cc:** Guruprasad N <Guruprasad.N@quest-global.com>; Varun Menon G <varunmenon@scmsgroup.org>**Subject:** Thanks for the drive and request for feedback: QuEST Global - Final Selects - SCMS

[CAUTION-EXTERNAL EMAIL]: This email originated outside of QuEST-Global. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Sir/Madam,

On behalf of the management, principal, staff and students I thank you and your esteemed organization for conducting virtual drive for our 2021 batch students, during this pandemic period too. We expect continuous interaction and support between our institution and your esteemed organization.

All the selected 12 students have mailed their confirmation and hope the offer letter will be issued accordingly. It would be of great help if you could spare a few minutes to give us feedback on the performance of our students during the selection process in the attached format to sset@scmsgroup.org. This is required for our NBA and NAAC accreditation process.

Please contact us for any further requirements.

With warm regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker

Head of the Department - Computer Science and Engineering

Corporate Relations and International Collaborations -i/c

SCMS School of Engineering and Technology

Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

On Sat, Feb 13, 2021 at 9:39 AM Dr. Varun G Menon <varunmenon@scmsgroup.org> wrote:

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

From: **Rohitha Reddy** <Rohitha.Reddy@quest-global.com>

Date: Thu, Feb 11, 2021, 8:56 AM

Subject: QuEST Global - Final Selects - SCMS

To: sset@scmsgroup.org <sset@scmsgroup.org>, varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Cc: Guruprasad N <Guruprasad.N@quest-global.com>, Rukhiya Ashraff <Rukhiya.Ashraff@quest-global.com>

Dear **Placement Officer**,

Greetings from **University Relations Team**, QuEST Global!!

Congratulating the below mentioned campus selects from the recruitment process held:-

Request to block the selected candidates and refrain from sitting for other drives.

Kindly share the confirmation to us at the earliest. LOI's to be shared soon after receiving the confirmation

Name	Branch	College Name
Ameena Azad	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET

Gokul Das M	ECE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Gopika Manoj	ECE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Malavika K Nair	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Mariya Raphel	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Parvathi P J	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Sarath Sajan	ECE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Shravan Manoj	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Sona Peter	ECE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Sumayya Suhail	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Hisana T Y	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET
Jiya Benny	CSE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY-SSET

Regards,

P.Rohitha Reddy

HR - University Relations Team

QuEST Global

Building 7B

Embassy Tech Village

Bellandur, Varthur Hobli


Bangalore, Karnataka - 560 103

E: rohitha.reddy@quest-global.com

W: <http://www.quest-global.com>

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13 attachments

 **Ameena Azad.pdf**
381K

 **Gokul Das M.pdf**

Intent to offer Employment

Dear Sarath Sajan,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

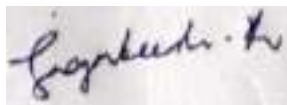
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	0	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/Ex.GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Sona Peter,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
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This offer of employment is subject to successful completion of:

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- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

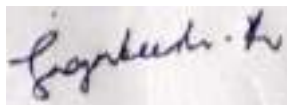
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

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(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/Ex.GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

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Intent to offer Employment

Dear Gokul Das M,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

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- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

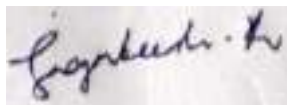
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	0	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/Ex.GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Gopika Manoj,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

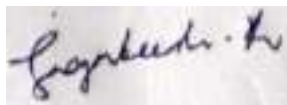
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For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

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(C) Conveyance Allowance	0	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
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(M) Medical Insurance Premium	673	8076
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(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.



sset last name <sset@scmsgroup.org>

Online Test Results - Recruitment of Probationary Officers

3 messages

CAREERS <careers@sib.co.in>

Tue, Jun 29, 2021 at 3:34 PM

To: sset@scmsgroup.org, varunmenon@scmsgroup.org

Dear Sir/ Madam,

In connection with the Campus Recruitment of Probationary Officers, please be informed that the candidates listed in the attachment are shortlisted for the Interview (through VC). The schedule for the same will be informed in due course.

Please note that candidates those who satisfy the eligibility criteria which were communicated earlier, will only be permitted to attend the selection process. Hence it is advised to verify the details once again.

Eligibility criteria are as follows:

Age

- Not more than 23 years as on 31.03.2021.

Minimum Educational Qualification

- BE/ B Tech (all streams)
- 60% marks in X/SSLC, XII/HSC
- 60% marks in each semester(s)/ year(s) in first attempt
- Also required to pass the remaining semester/year with minimum 60% marks

In order to collect the Candidates profile in a uniform manner, we have developed a portal to update the candidate's details. The candidates are advised to Login by clicking "Apply here" in the given Link : <https://recruit.southindianbank.com/RDC/campus?campus=SSETK>

Further, in "Upload Documents Tab – Upload Certificates Option", the candidates are supposed to Upload the following documents (in a single file, maximum of 5 MB), in order to complete the document verification

1. College ID Card
2. Xth Mark List
3. XIIth Mark List
4. BE/ B Tech Semester wise Mark list (whichever Published)
5. BE/ B Tech Degree/ Provisional Certificate (If Published)

It is advised to intimate all the shortlisted candidates regarding the same.

In case of any clarifications required, kindly revert back to us.

Yours Faithfully,

Jenson Jose

Manager::Talent Acquisition Team

Human Resources Department

(An ISO 9001:2015 Certified Department)

Ph: 0487-2436653/ 9739665560

E-mail: careers@sib.co.in || jensonjose@sib.co.in

{DISCLAIMER: The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. It shall not attach any liability on the originator or "The South Indian Bank Limited" or its affiliates. Any views or opinions presented in this email are solely those of the author and may not necessarily reflect the opinions of "The South Indian Bank Limited" or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of the author of this e-mail is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any mail and attachments please check them for viruses and defect.}

 **SSETK - OT RESULTS.pdf**
358K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Tue, Jun 29, 2021 at 3:35 PM

[Quoted text hidden]

 **SSETK - OT RESULTS.pdf**
358K

sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Sat, Sep 4, 2021 at 8:16 PM

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

From: **CAREERS** <careers@sib.co.in>
Date: Tuesday, June 29, 2021
Subject: Online Test Results - Recruitment of Probationary Officers
To: sset@scmsgroup.org, varunmenon@scmsgroup.org

[Quoted text hidden]

 **SSETK - OT RESULTS.pdf**
358K



LIST OF PROVISIONALLY SELECTED CANDIDATES FOR THE
POST OF PROBATIONARY OFFICERS

SCMS SCHOOL OF ENGINEERING & TECHNOLOGY, KOCHI

It gives us immense pleasure to formally inform you that the following students from your institution have come out successful in the selection process held for the post of Probationary Officer.

SI NO.	REFERENCE ID	CANDIDATE NAME
1	N12906202100620	MILNA JAMES
2	N12906202100650	HONEY MANOJ
3	N12906202100902	VISHNU K B
4	N12906202101028	FEBIN C JOSE
5	N12906202101316	FAHAD BIN SHAHABUDHEEN
6	N12906202101318	RIZWANA YASMIN HASHIM
7	N12906202101356	SONA PETER

We congratulate the selected candidates and wish them a successful career with us. We also congratulate all those in the institution mentoring them to take up challenges ahead.



sset last name <sset@scmsgroup.org>

UST On Campus Recruitment Drive - Pool Drive (Virtual) for 2021 Graduates

5 messages

Jenty Joy <jentyjoy@mbits.edu.in>

Tue, Apr 20, 2021 at 12:00 PM

To: lacement Cell MACE <placements@mace.ac.in>, Placement Cell MACE <tnpmace@gmail.com>, biju.skaria@mace.ac.in, ilahia icet <placement@icet.ac.in>, anilan r <anilanagri@gmail.com>, Argon David <tpc@mgmcet.ac.in>, MGMCollegeOfEngineering TPC <tpcmgmcollegeofengineering@gmail.com>, "Jose V. Mathew" <josevmathew@aisat.ac.in>, Sebin Jose <sebinjose@aisat.ac.in>, Vjctet Vjctet <vjctet@vjctet.org>, Vjc Mavin <placement@vjctet.org>, Placement Department TIST <placement@tistcochin.edu.in>, Placement TIST <placement.tist@gmail.com>, ELVIN KURUVILLA <elvin@visat.ac.in>, alazharplacementcell@gmail.com, SSET <sset@scmsgroup.org>, SNMIMT Placement <placement@snmimt.edu.in>, mahendraks@kmeacollege.ac.in, mhr.sh@kmeacollege.ac.in
Cc: Abin Sunny <abinmace@gmail.com>, jeena jacob <jeena.jacob4@gmail.com>, Seethal Idiculla <seethalidicullas@gmail.com>, basil98sunny@gmail.com

Dear Sir

Greetings to you

UST had consented to conduct a pooled drive for the 2021 Batch please find the mail from UST in this regard. Kindly collect the list from your college in the attached Excel format and send me the same on or before 27-April-2021

Dear Sir,

Greetings from UST !

We are happy to inform we are all set to launch our Campus Recruitment Drive for 2021 graduates. Due to COVID-19, this year we are moving the entire process virtually. We are happy to collaborate with you as the main POC and to conduct a pool drive in (tentatively) May, 2021. We are targeting a pool of 1500 candidates from this 2021 batch from various colleges across Kerala (who meets the below eligibility criteria). Request your help to get a list of candidates in the attached format on or before 27-April-2021, Tuesday

Eligibility Criteria

- Graduation: B.Tech / B. E
- Post-Graduation: MCA, M.Tech
- Stream: Computer Science, Information Technology, Information Science, Computer Application, Electronics, Electrical and all circuit branches
- Year of Passout: 2021 Graduates
- Back Logs: Maximum two backlog while attending the recruitment drive and no standing backlogs during the time of joining
- Cut Off Marks: Consistent academic track with 60 % or above / 6.4 CGPA or above (10th, 12th, Graduation, Post-Graduation)
- Work Location: Can be any location of UST Global

Recruitment Process – All the below mentioned three rounds will be conducted virtually.

- Online Test
- Technical Interview
- HR Interview

Once we receive the candidate list will plan the dates and communicate with you to take it forward.

--

Regards

Mr Jenty Joy

Head Corporate Relations & Placements

MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]

Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India- 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)

CTIPS (Kerala) Consortium of Technical Institutes for Placement Services

Mob +91 94466 10781,+91 9188825380

Location of MBITS <https://goo.gl/maps/APjCuqBygtu>



Candidate Template - UST Global.xlsx

81K

SSET <sset@scmsgroup.org>

To: Jenty Joy <jentyjoy@mbits.edu.in>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Tue, Apr 27, 2021 at 11:10 AM

Dear Sir,

Please find the attached list of 53 students for the UST placement drive. Sorry for the delay.

Thanks and Regards,

Varun

[Quoted text hidden]



Candidate Template - UST Global_SCMS.xlsx

30K

SSET <sset@scmsgroup.org>

To: Jenty Joy <jentyjoy@mbits.edu.in>

Cc: Placement Cell MACE <placements@mace.ac.in>, Placement Cell MACE <tnpmace@gmail.com>, biju.skaria@mace.ac.in, ilahia icet <placement@icet.ac.in>, anilan r <anilanagri@gmail.com>, Argon David <tpc@mgmcol.ac.in>, MGMCollegeOfEngineering TPC <tpcmgmcollegeofengineering@gmail.com>, "Jose V. Mathew" <josevmathew@aisat.ac.in>, Sebin Jose <sebinjose@aisat.ac.in>, Vjcet Vjcet <vjcet@vjcet.org>, Vjc Mavin <placement@vjcet.org>, Placement Department TIST <placement@tistcochin.edu.in>, Placement TIST <placement.tist@gmail.com>, ELVIN KURUVILLA <elvin@visat.ac.in>, alazharplacementcell@gmail.com, SNMIMT Placement <placement@snmimt.edu.in>, "Mahendra K.S." <mahendraks@kmeacollege.ac.in>, "Mahendra K.S." <mhr.sh@kmeacollege.ac.in>, Abin Sunny <abinmace@gmail.com>, jeena jacob <jeena.jacob4@gmail.com>, Seethal Idiculla <seethalidicullas@gmail.com>, basil98sunny@gmail.com, Varun Menon G <varunmenon@scmsgroup.org>

Mon, Jul 5, 2021 at 10:15 AM

Dear Sir/Ma'am,

The campus interview results of those candidates who attended the interview of UST till 30th June 2021.

Kindly inform the students.

Thank You.

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

On Tue, Apr 20, 2021 at 12:00 PM Jenty Joy <jentyjoy@mbits.edu.in> wrote:

[Quoted text hidden]



On Campus Interview results UST.xlsx



sset last name <sset@scmsgroup.org>

On campus Interview results- UST

17 messages

Timi Abraham(UST,IN) <Timi.Abraham@ust.com>
 To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Fri, Aug 6, 2021 at 6:57 PM

Hello Sir,

Greetings from UST!

Thank you very much for allowing your students to attend our interview.

Please find the below results of students who attended online interview with us. Please share the results with students and confirm selected students willingness to join with us.

Candidate ID	Candidate Name	Mobile	Email	College	Status
23819792	Shojo Johnson	+91 9961914931	shojjohnson18@gmail.com	SCMS School of Engineering and Technology	Reject
23817852	Ajil Jaison	+91 9745957595	ajiljaison64@gmail.com	SCMS School of Engineering and Technology	Select
23822271	Milna James	+91 7594024669	jamesmilna22@gmail.com	SCMS School of Engineering and Technology	Select
23829556	Ardra Nair	+91 8086278731	ardra.souparnika@gmail.com	SCMS School of Engineering & Technology	Select
23822275	Anzu Merin John	+91 7902630344	amerinjohn@gmail.com	SCMS School of Engineering and Technology	Select
23819621	Rahul K R	+91 8075275443	rahulkr390@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Reject
23801419	Ananya Rajesh	+91 9747943749	ananyarajesh33@gmail.com	Recruitment Venue	Select
23803896	Shimil K Eldose	+91 9645842346	shimilkeldose05@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	No Show
23824324	Neal A Vinod	+91 7902539459	nealvinod7@gmail.com	SCMS School of Engineering and Technology	Select
23801362	Jayesh Mohan	+91 9645941667	jayeshmohan0@gmail.com	SCMS engineering collage ernakulam	Select
23821808	Gokul G Nadh	+91 9745635835	iamgokulgnadh@gmail.com	SCMS School of Engineering and Technology	Select
23819612	Maneesh Krishna M	+91 8281692433	maneeshappus@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Select
23819510	Rithwik S Menon	+91 7012715036	rithwikmenons@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Reject
23803837	Aravind J	+91 9496102309	aravindtekkot@gmail.com	SCMS School Of Engineering And Technology	Select
23818040	Fathimathul Kibthiya	+91 9188057209	fathimathulkibthiya@gmail.com	SCMS School of Engineering and Technology, Ernakulam	Reject
23820739	Vishnu Gopidas	+91 9400615915	vishnugopidas12@gmail.com	SCMS School of Engineering and Technology	Reject
23820241	Aishwarya Nandakumaravarma	+91 9400835315	varmaaishwarya3@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Select
23822760	Aswathy Gopalakrishnan	+91 8281343599	gitugp98@gmail.com	SCMS School of Engineering and Technology	Reject
23812524	Denny Jose C	+91 9446410071	dennycjose@gmail.com	SCMS School of Engineering and Teachnology	Reject
23812142	Vishnu Unnikrishnan	+91 8826180980	vishnuabl2@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Select
23818239	Geetika Gopinath	+91 8547022378	geetikagopinath99@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Reject
23825089	Sarath Sajan	+91 7907498200	sarathsajan1998@gmail.com	SCMS School of Engineering and Technology	No Show

Warm regards,



sset last name <sset@scmsgroup.org>

Suyati Technologies on campus Drive for 2021 batch from Pentagon Space Pvt Ltd Bangalore

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Sat, Jun 19, 2021 at 9:04 PM

Please sent to students non-placed and only one offer in 2021 CS,ECE,EEE (sutherland students also) Students can register in the link

Dear Placement Officer,
Greetings from Pentagon Space Pvt. Ltd
Trust you and your family are doing well.

Pentagon Space is a company that offers varied programs and courses for students and working professionals to succeed in their careers by upskilling their tech skills with niche technologies. We at Pentagon Space train our students in multitudinous aspects of future technologies such as Global Unified Artificial Intelligence, Machine Learning Engineer, Python Full Stack, Big Data and Java Full Stack. Pentagon Space has been founded to address the issues of technological drift that requires upskilling of Graduates and Working Professionals. At the same time, we aim at reaching out to all the tech enthusiasts in making high-end technology available at an affordable price. The vision, mission and goal of the company is oriented towards delivering the niche technologies to "Master The Future".

As per our discussion, it's our privilege to host an on campus drive for our reputed Client **Suyati Technologies- 2021 batch any 1 day next week**. Below are the drive details and JD.

Company name :Suyati Technologies

Job location : Kochi

Interview Location : Virtual

Job Role : Software engineering Trainee

Salary : 15k for 3months after that 3LPA

Qualification: BE/BTech

Branch : Strictly for CS / IS / IT / EEE / ECE

Yop: Only for 2021

Backlogs : No active backlogs allowed

Service agreement : 2years

Criteria : 10th and 12th 60 ,Degree 60

Skill : Good aptitude and programming skills

Interview process : 1 round online aptitude test 60min 60 questions combination of both General aptitude and Basics of C

Registration link : <https://bit.ly/3wGnkan>

Students who clear the interview process will be receiving a letter of intent from Suyati Technologies and should undergo 35 days dedicated training on dot net profile @ Pentagon Space. Post training there will be a technical round followed by Hr round from Suyati Technologies.

Note : This is purely a zero cost process and there will be no commercials involved in hiring / during , after training / and even after onboarding to Suyati Technologies.

--
Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

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Technical Editor - Computer Communications Journal, Elsevier
Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter

SSSET <sset@scmsgroup.org>

Sun, Jun 20, 2021 at 10:55 AM

To: Aswin Remesh <aswinremeshch1@gmail.com>, Pooja Suresh <poojaspisharady@gmail.com>, Aaromal sujith <aaromalsujith01@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, agney.saidas7@gmail.com, ahalyabaiju542@gmail.com, ajserkt@gmail.com, AKASH NAMBIAR <akashmayoogham@gmail.com>, Akhil Paul <akhilthomasapaul@gmail.com>, alentbaburaj145@gmail.com, Alvin Jose <ajalvin007@gmail.com>, anaghakj1999@gmail.com, ANN AKKARA <annjakkara@gmail.com>, amerinjohn@gmail.com, Ardra Nair <ardra.souparnika@gmail.com>, arjun suresh <arjunsuresh1999@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, "Ashik. Mathew" <ashik.mathew.pjm@gmail.com>, mr ashil <ashilkb584@gmail.com>, dheeshnamd4u@gmail.com, veeyae stores <veeyaestores@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, k4krishnanath@gmail.com, maneesh krishna <maneeshhappus@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerceevee@gmail.com, nealvinod7@gmail.com, Premkrishna Sujit <prem.kitchu@gmail.com>, rahulkr390@gmail.com, Kannan TH <kannanth97@gmail.com>, robin abraham <abraham28rob@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, sneha nambiar <snehanambiarrockz@gmail.com>, Zohan james <sohanjames33@gmail.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Vikhnesh Krishna <vikhneshkrishna@gmail.com>, vichu.tycoon007@gmail.com, vinaydeo1999@gmail.com, vinaystephen1@gmail.com, vinilvarghesethecr7@gmail.com, vishnugopidas12@gmail.com, vishnu787vp@gmail.com, dennycjose@gmail.com, honeymanoj76@gmail.com, varmaishwarya3@gmail.com, amalpod1999@gmail.com, amalposeidon@gmail.com, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, aravinditekkot@gmail.com, ardraanil@gmail.com, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com, athulyakt69@gmail.com, dilukp1997@gmail.com, kipthiyasharief@gmail.com, geetikagopinath99@gmail.com, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, vpriyasajeevkumar@gmail.com, lakshmisree2244@gmail.com, tejasjc99@gmail.com, jomelthomas007@gmail.com, abishekjose1@gmail.com, akshay007ajith@gmail.com, amaldevmlal4@gmail.com, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anjali99vinod@gmail.com, christinthaanna06@gmail.com, aswinscorpion@gmail.com, aswinshaji1141@gmail.com, atulvenu666@gmail.com, elvintheakkanath@gmail.com, fathimaHussain24@gmail.com, iamgokulgnadh@gmail.com, harikrishnamg97@gmail.com, harikrishnanveluthattu@gmail.com, harithababu1998@gmail.com, jayeshmohan0@gmail.com, josephbabum1999@gmail.com, manulaby1999@gmail.com, rizanmohd234@gmail.com, mohammedawaz22@gmail.com, nakashfz19@gmail.com, rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, sai1079ofz@gmail.com, shibinmadathingal1998@gmail.com, shiyasshamz@gmail.com, shojojohnson18@gmail.com, sreelalm1999@gmail.com, tritinthomas@gmail.com, vishnuabl2@gmail.com, ayeeshwanand@gmail.com, Agatha Aji <agathaaji99@gmail.com>, nimishamanoj033@gmail.com, rosemolbiju15@gmail.com, Varun S nair <varunsnair99@gmail.com>, aksharakrajesh7@gmail.com, Arshik Antony <01antony.arshik@gmail.com>, Roshan Prasad <roshanp60@gmail.com>, Bestin Antu <bestinantunps@gmail.com>, Sayooj Suresh <sayoojsuresh.suresh6@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, anupa sebastian <anupasebastian1998@gmail.com>, Arundhathi A <arundhathiaa@gmail.com>, Anandharam S <aanandharam@gmail.com>, Anirudh Sasi <anirudhsasi60@gmail.com>, ajuzman65@gmail.com, Ashby Babu <ashby512881@gmail.com>, Aswin Anand <aswinachummu@gmail.com>, devzz <devika.99245@gmail.com>, Jithin George <jithinnetticadan@hotmail.com>, NIVEDYA K P <nivedyakp1999@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, Saeed Basheer

9/3/2021

SCMS Group of Institutions Mail - Suyati Technologies on campus Drive for 2021 batch from Pentagon Space Pvt Ltd Bangalore

<saeedvbasheer@gmail.com>, Sarath Aravind <asarath36@gmail.com>, Simon Saju <simonsaju1@gmail.com>, JANET JOBY <janetjobyc@gmail.com>, Misha George <jishamisha@gmail.com>, Jithin Michael <jithujesu@gmail.com>, Sumayya Suhail <anzam.suhail4321@gmail.com>, SONA PETER <sonachikku2000@gmail.com>, Gopika Manoj <gopikaarelilgm@gmail.com>, jamesmilna22@gmail.com

[Quoted text hidden]

Alvin Jose <ajalvin007@gmail.com>
To: SSET <sset@scmsgroup.org>

Tue, Aug 17, 2021 at 12:27 PM

[Quoted text hidden]

Your Name	Contact Number(Whats app)	Contact Number(On Call)
ANANYA RAJESH	8921283745	9747943749
Athira S Kumar	8606815379	9207615379
RAHUL K R	9526723470	8075275443
JYOTHIMOL K S	9645642873	9645642873
Alvin Jose	9747677576	9747677576
Muhammed Ilyas M.A	9048603721	9048603721
Arun Varghese	8078518723	8078518723
Shojo Johnson	9961914931	9961914931
Agney Saldas	8129131162	8129131162
Anitta Shaji	8078941825	8078941825
ASHNA SUSAN SAJI	9746909261	9746909261
Sandra Aliyas	7994407828	7994407828
Sandra Ann Jose	9496655963	9496655963
MANEESH KRISHNA M	8281692433	8281692433
Rahul Sathyan	7907890610	7907890610
Ajser Jumanudheen K T P	9.19809E+11	9.19809E+11
Justin Joseph	9072832470	9072832470
Nimmy Ann Nelson	8921067063	8921067063
Ashal M Joshy	7356480234	7356480234
SNEHA V P	7034905369	7034905369
Varsha B	7902715145	7902715145
NITHIN K V	9746134092	9746134092
Arya Vijayan	8281726013	8281726013
Ann Mariya Santhosh	9747642835	9747642835
Gokul G Nadh	9745635835	9745635835
Anjali K Saji	8078290065	8078290065
Mikhil Lal	9746992123	9746992123
Malavika R	7994514113	7994514113
Aisha Mehrin C T	8606004841	8606004841
Fiona Albert	9567478775	9567478775
Gourinandana N	9447242771	9447242771
Saraswathy S Nair	9074277160	9074277160
Krishna Madhusoodhanan	9.18114E+11	9.18114E+11
Ashna Baby	8111833150	8111833150
Lakshmipriya B	9495592205	9495592205
Abin Sojan	9074001834	8606975205
Tejas cj	8075797056	8075797056
Ansona Andrews	9744000438	9744000438
Sruthy Varghese	7907595477	7907595477
Aparna N Kartha	9497275338	9497275338
Helna Eldho	8078310372	8078310372
Ananthu Rajendran	8086525953	6238473587
Anjith P N	9656364865	6282001983

Ashifa yusafali AV	9645705015	9645705015
MEGHA SUNIL	8547415133	9061436571
Anjali v s	9744383519	9744383519
Aneena Shaji	6282179358	6282179358
GEETIKA GOPINATH	8547022378	9188072378
GAUTHAM M SANKAR	9526657032	9526657032
Swetha s nair	9.18922E+11	8921676150
Vishnu K R	9539572308	9539572308
Ananya Tresa Augustine	7573094964	7573094964
Femy Rose Paul	8078246347	8078246347
Aysha Dilna D.A	9567438118	9567438118
Subin Babu	7561098975	8075212256
Asna Yusafali	7356167745	7356167745
Krishnapriya pp	9061332319	9061332319
Anagha Gopi	9074796278	9074796278
Vishnuprasad r	8547746823	8547746823
Anjana M L	9048904004	8848609172
Anna Isabel John	8848398413	8848398413
Ansu mariam Kuruvilla	9496743246	9496743246
Arsha Paulose	7510343647	7510343647
Helna Skaria	9207573860	9207573860
Lakshmi S Kumar	8078740511	9961674097
Sreehari Prasad	7902339303	7902339303
SHIMIL K ELDOSE	9645842346	9645842346
Norin George	9207057626	9207057626
Athul Aravind K	9656362016	9656362016
Maya Thampi	8547783061	8086224932
Vishnu Gopidas	9400615915	9400615915
Ansu George	9207895142	9207895142
Megha Sarah Ajay	9188055874	9188055874
Alby Johnson	8078520300	8078520300
Vismaya N S	8848180138	8848180138
Abhisha Mathew	9.18079E+11	9.18079E+11
Smera S	8078232313	8078232313
Anakha J Nair	8129549277	9526826019
TESLIYA SHAJI	9207640722	9207640722
Arun Tomy	9400382269	9400382269
Sanekamol Saji	8921399580	8921399580
VISHAL V KURUP	7907625564	7034461699
Chanjal Thomas	8078746659	8078746659
Jess Mathew	7909221611	7909221611
Aswin K Kumar	9562973858	9562973858
AKZA C VARGHESE	9995172143	9995172143
Aishwarya Nandakumaravarm	9400835315	9400835315
Amrutha Satheesh	7306884817	7306884817
Anu Anna Judson	9207510574	9207510574
Sona Aravindan	9961916932	9961916932

Tincy Maria Thomas	8075512879	8075512879
SIDHARTH K DINESAN	9.19401E+11	9400642039
JERIN JACOB ALIAS	9496406077	9496406077
Alan Sebastian	9447180417	9447180417
Sameena S	8589063664	9744571741
ANN MARIYA JOJO	9847827539	9847827539
Darwin Cabral	9895450507	9895450507
Anjali P	9207615035	8590988671
Herald K Martin	8137859636	8921387392
BASIL SAJI	8281637895	8281637895
Aleena Varghese	9947059198	9947059198
Archana N R	9446325370	9744083893
ROSE MARY BENEDICT	9747201658	8304928547
Vysakh V Namboothiri	8156861624	8156861624
Tony Jojo	8301907904	7012674562
Boney M Varghese	9.19061E+11	9.19061E+11
Gayathri V	8921873799	8921873799
Rahul Johny	8943625599	8943625599
Sangeeth Surendran	8281990844	9544173284
Justin Reji	7902795161	7902795161

Enter College Full Name	Degree University	College Studied Location	Graduation Year of Pass out
SCMS college of engineering	BTECH	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	ERNAKULAM	2021
St.Gits College of Engineering	APJ Abdul Kalam Technological University	KOTTAYAM	2021
SCMS college of engineering	APJ Abdul Kalam Technological University	Karukutty,	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	Apj abdul kalam technological university	Ernakulam	2021
SCMS college of engineering	KTU	ERNAKULAM	2021
SCMS college of engineering	APJ Abdul Kalam Kerala Technological University	Kannur	2021
Viswajyothy College of Engineering.	KTU	Vazhakulam	2021
St.Gits College of Engineering	Kerala Technological university	kottayam	2021
Viswajyothy College of Engineering.	KTU	Vazhakulam	2021
Baselios Mathews II College of Engineering, Kerala	APJ Abdul kalam technical university	Kollam	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Ernakulam	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Vazhakulam	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Ernakulam	2021
Albertian Institute of Science & Technology	APJ Abdul Kalam Technological University	Ernakulam	2021
Viswajyothy College of Engineering.	Kerala Technological University	Ernakulam	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	ERNAKULAM	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
MGM college of Engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	PAMPAKU	2021
Albertian Institute of Science & Technology	APJ Abdul Kalam Technological University	kalamassery	2021
Viswajyothy College of Engineering.	Kerala Technological University	Vazhakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady,Ern	2021
SCMS college of engineering	APJ Abdul Kalam Technological University	Angamaly	2021
Muthoot Institute of Technology	KTU	Ernakulam	2021
Muthoot Institute of Technology	A P J Abdul Kalam Technological University	Ernakulam	2021
Rajagiri School of Engineering & Technology	KTU	Kakkanad	2021
Adi Shankara Institute of Engineering and Technology	Kerala technical university	Kalady	2021
Toch Engineering College	APJ Abdul Kalam Technological University	Cochin	2021
Viswajyothy College of Engineering.	A P J Abdul Kalam Technological University	Vazhakulam	2021
Viswajyothy College of Engineering.	KTU	Vazhakulam	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Technological University	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	vazhakulam	2021
St.Gits College of Engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	KOTTAYAM	2021
SCMS college of engineering	APJ Abdul Kalam University	Ernakulam	2021
Toch Engineering College	Kerala Technological University	Ernakulam	2021
Viswajyothy College of Engineering.	A P J Abdul Kalam Technological University	Vazhakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady, Ern	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Vazhakulam	2021
St.Gits College of Engineering	A P J Abdul Kalam technological university	Kottayam	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Muvattupuzha	2021

Rajagiri School of Engineering & Technology	APJ Abdul Kalam university	Ernamkula	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdulkalam technical un	Kalady, Err	2021
Baselios Mathews II College of Engineering, Kerala	KTU	Sasthamco	2021
MBITS Engineering College	APJ Abdul Kalam Technologi	Kothamang	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOI	ERNAKULA	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technologi	Ernakulam	2021
MGM college of Engineering	Kerala technical University	Pampakud	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
Albertian Institute of Science & Technology	APJ Abdul Kalam Technologi	Kalamasse	2021
Rajagiri School of Engineering & Technology	Abdul kalam Technological U	Kakkanad,	2021
Muthoot Institute of Technology	APJ Abdul Kalam Technologi	Ernakulam	2021
Amal Jyothi College of Engineering	Kerala Technological univers	Kanjirappa	2021
Rajagiri School of Engineering & Technology	Ktu	Kochi	2021
MGM college of Engineering	Ktu	Pambakud	2021
Muthoot Institute of Technology	KTU	Varikoli	2021
SCMS college of engineering	APJ Abdul Kalam Technologi	Ernakulam	2021
MGM college of Engineering	APJ Abdul Kalam Technologi	Pampakud	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
St.Gits College of Engineering	Ktu	Kottayam	2021
Viswajyothy College of Engineering.	B.Tech	Vazhakula	2021
MBITS Engineering College	APJ ABDUL KALAM TECHNOI	NELLIMAT	2021
Toch Engineering College	APJ ABDUL KALAM UNIVERS	Arakkunna	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
SCMS college of engineering	KTU	ANGAMAL	2021
Muthoot Institute of Technology	KTU	Varikoli	2021
Baselios Mathews II College of Engineering, Kerala	KTU	Kollam	2021
Baselios Mathews II College of Engineering, Kerala	APJ Abdul Kalam technolog	Sasthamco	2021
SCMS college of engineering	APJ Kerala Technological Un	Karukutty,	2021
Toch Engineering College	A P J Abdul Kalam Technolog	Arakkunna	2021
St.Gits College of Engineering	KTU	Kottayam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Mattor, Ka	2021
Rajagiri School of Engineering & Technology	APJ ABDUL KALAM UNIVERS	Kochi	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Technical U	Kochi	2021
Rajagiri School of Engineering & Technology	APJ Abdul kalam technolog	Ernakulam	2021
St.Gits College of Engineering	APJ Abdul Kalam Technologi	Kottayam	2021
Viswajyothy College of Engineering.	APJ ABDUL KALAM TECHNOI	Muvattupu	2021
Rajagiri School of Engineering & Technology	Btech	Kakanad	2021
Amal Jyothi College of Engineering	APJ Abdul Kalam Technologi	Kanjirapall	2021
Muthoot Institute of Technology	APJ Abdul Kalam Technologi	ERNAKULA	2021
Muthoot Institute of Technology	APJ Abdul Kalam Technologi	Puthencruz	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam University	VAZHAKUL	2021
Amal Jyothi College of Engineering	APJ Abdul Kalam Technologi	Kottayam	2021
Baselios Mathews II College of Engineering, Kerala	Abdul Kalam Technological U	Kollam	2021
SCMS college of engineering	APJ Abdul kalam Technologi	SCMS SCH	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technologi	Vazhakula	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam technolog	Kalady	2021
Toch Engineering College	APJ Abdul Kalam Technologi	Mulanthur	2021

Rajagiri School of Engineering & Technology	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Ernakulam	2021
MBITS Engineering College	APJ Abdul Kalam Technological University	Nellimattoor	2021
Toch Engineering College	KTU	ARAKKUNANGAL	2021
Viswajyothy College of Engineering.	Ktu	Muvattupuzha	2021
Albertian Institute of Science & Technology	A P J Abdul Kalam Technological University	Kochin	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Technological University	ERNAKULAM	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Kerala Technological University	Kakkanad	2021
MGM college of Engineering	KTU	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
MGM college of Engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	PAMPAKU	2021
Adi Shankara Institute of Engineering and Technology	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Kalady	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady, Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Kerala Technological University	Kochi	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Muvattupuzha	2021
Albertian Institute of Science & Technology	B.Tech	Kochi	2021
SCMS college of engineering	APJ Abdul Kalam Technological University	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady	2021
Rajagiri School of Engineering & Technology	Kerala Technological University	Kakkanad,	2021
Amal Jyothi College of Engineering	APJ Abdul Kalam Technological University	Kanjirapalli	2021



PKJ Technologies Private Ltd.

Sir/Madam

Greetings from PKJ TECHNOLOGIES PVT LTD!!!

It gives me immense pleasure to raise up a proposal for conducting a campus recruitment program in your college. Your collaboration in the previous years help us to hire the right talents for different roles.

PKJ Technologies Private Limited is an information technology and business process management (BPM) company based in Koratty, India. We specialize in Digital Services, BPM, Development & Operation of Global Delivery Center's and IT Strategy & Consulting. Our global delivery center at Koratty provide business process management (BPM) support to our group/ affiliate companies in North America, Europe & Middle East.

PKJ is planning for 2021 recruitment, starting from the month of FEBRUARY. We are hiring candidates from different background like BTECH/MBA/Mcom or any degree

We have openings in the below mentioned departments:

1. Sales & Marketing Department
2. Finance Department
3. HR Department
4. Operations Department

We are looking forward to hearing from you.

Warm regards,
Riya Varghese
Senior Associate
Human Resources
+91 623-853-3146

Building #3/638, CFC Building, 1st Floor,
KINFRA Park P.O., Koratty, Kerala - 680 309
P: +91 487-297-0498 E-mail : info@pkjtech.com
CIN# : U72100KL2016PTC045750

--
Regards,

Riya Varghese | Senior HR Associate | **PKJ Technologies Pvt Ltd**
CFC Building | 1st Floor | **KINFRA PARK** | Koratty | Thrissur | +91 623-853-3146

pkjhr1@gmail.com

SSET <sset@scmsgroup.org>
To: PKJ HRD <pkjhr1@gmail.com>

Wed, Dec 30, 2020 at 12:19 PM

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Dear Madam,

Thanks for the interest shown for the recruitment of our 2021 batch students too. As per the mail, 3rd or 4th February 2021 is convenient for conducting the drive, preferably virtual drive, since students are presently off campus.

Thanks and Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]


PKJ HRD <pkjhr1@gmail.com>
To: SSET <sset@scmsgroup.org>

Thu, Jan 7, 2021 at 10:55 AM

Hi Varun,

Greetings of the day.
We can conduct the interview process during the first week of February 2021. Can you share the details of interested candidates, so we can plan accordingly.
Fill the details of students in the attached file.
Don't hesitate to contact us in case of any query.

[Quoted text hidden]

 **List of candidate for placement - SCMS School of Engg 2021.xlsx**
11K

SSET <sset@scmsgroup.org>
To: PKJ HRD <pkjhr1@gmail.com>

Wed, Jan 27, 2021 at 11:02 AM

Dear Madam,

Thanks for the interest shown for the recruitment of our 2021 batch students . As per the mail, 4th or 5th February 2021 is convenient for conducting the drive.

Kindly intimate the **CTC offered** and confirm the **mode of drive**- virtual or offline. We prefer online mode since students are presently off campus, if convenient from your end too.

Please confirm the above details so that we can forward the interested students list at the earliest..

[Quoted text hidden]

[Quoted text hidden]

PKJ HRD <pkjhr1@gmail.com>
To: SSET <sset@scmsgroup.org>

Thu, Jan 28, 2021 at 5:58 PM

Hi Varun,

The mode of drive will be based on the number of candidates. The first round of the interview process can be done offline.
But the final rounds will be conducted in office.
CTC will be 2.5 to 3.

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: PKJ HRD <pkjhr1@gmail.com>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Sat, Jan 30, 2021 at 8:17 PM

Dear Madam,

Thanks for the interest shown for the recruitment of our 2021 batch students . As per the mail, **4th February 2021** is convenient for conducting the drive.

I am attaching herewith the filled template of our **109 candidates** for the drive to be conducted by your esteemed organization.

Kindly intimate further details of the same.

Thanks and Regards,

BTech 8.278 CGPA

The University examinations for students will be completed by 7th July. Hope you can schedule the interviews for the students by then.

Regards,
Varun

[Quoted text hidden]

PKJ HRD <pkjhr1@gmail.com>
To: SSET <sset@scmsgroup.org>

Mon, Jul 5, 2021 at 10:36 AM

Hi Varun,

Hope you are doing well.

We completed a first round telephonic interview for the students. We shortlisted the below students for the next round of interview. We are planning for a direct face to face interview(offline) on 08 July 2021 in our office.

Sl.No	Name	Course	Interiew Date	Interview Time
1	Gopika Manoj	B.Tech ECE	8/7/21	9:30 AM
2	Milna James	B.Tech CS		10:00 AM
3	KRISHNA GANESH	B.Tech ECE		10:30 AM
4	Anzu Merin John	B.Tech CS		11:00 AM
5	Gayathri V	B.Tech CS		11:30 AM
6	R S Vishnu Priya	B.Tech ECE		12:00 PM
7	MAHIMA BABU KC	B.Tech CE		12:30 PM
8	P. Sabari Vishnu	B.Tech ME		1:00 PM
9	Manu Krishna S	B.Tech ME		1:30 PM
10	Akshay S	B.Tech ME		2:00 PM
11	Ananthakrishnan vs	B.Tech ME		2:30 PM
12	Vishnu Unnikrishnan	B.Tech EEE		3:00 PM
13	Sreeram V Dev	B.Tech ME		3:30 PM
14	Ashwin B	B.Tech ME		4:00 PM
15	Berton	B.Tech ME		4:30 PM
16	Denny Jose C	B.Tech ECE		5:00 PM

Interview Date : 8/7/2021 (Thursday)

Time: As per reporting time in the above table

Venue - PKJ Technologies Pvt Ltd

KINFRA Park, Koratty, Thrissur

Documents to be submitted - Resume, Copy of education certificates, One recent passport size photo.

Note: Kindly inform the students to follow the government rules and policies like wear masks and keep social distance. And they have to report according to the time only.

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Jul 5, 2021 at 10:39 AM

[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: "Dr. Anitha G. Pillai" <anithagpillai@scmsgroup.org>
Cc: "Dr. Praveensal C.J." <praveensal@scmsgroup.org>, SSET <sset@scmsgroup.org>

Mon, Jul 5, 2021 at 10:57 AM

Dear Ma'am,

Please advise.

[Quoted text hidden]

--

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier

Series Editor - IEEE Transactions on Intelligent Transportation Systems

Series Editor - IEEE Communications Standards Magazine

Technical Editor - Computer Communications Journal, Elsevier

Associate Editor - Alexandria Engineering Journal, Elsevier

Associate Editor - IET Networks

Associate Editor - IET Quantum Communications

Editorial Member - IEEE Future Directions Newsletter

sset last name <sset@scmsgroup.org>

wd: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER

messages

Sreeram Dev <sreeram.dev3@gmail.com>
To: sset@scmsgroup.org

Tue, Jul 13, 2021 at 4:17 PM

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

From: **PKJ HR** <hr@pkjtech.com>
Date: Sat, 10 Jul 2021, 9:40 am
Subject: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER
To: <sreeram.dev3@gmail.com>

Dear Sreeram,

Thank you for exploring career opportunities with **PKJ Technologies Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. This offer is based on your profile and performance during the selection process.

We are pleased to confirm your acceptance of the offer with **PKJ Technologies Pvt Ltd** as **Associate, Technical Sales**. Your appointment will be effective from 12 July, 2021.

Your appointment carries a training period of 6 month. The training period is an extension of the selection process and provides time for effective adjustment of new employees.

You should report on **12 July 2021** to **PKJ Technologies Pvt Ltd, KINFRA Park, Koratty at 7:00 PM**.

As a next step, we'd like to give you some suggestions to prepare yourself before joining that simulates some of the job duties. It'll give you the chance to better understand what the position entails and showcase your skills. Please find the below areas and prepare for the next step.

- a. US states and abbreviation
- b. US time zone
- c. Unit of measurement
- d. Conversion chart
- e. Phonetic alphabets
- f. Outlook basics
- g. Basics of excel and word (Microsoft office)
- h. Nitro pdf basics

Please bring the below documents on the first day of joining

1. Aadhar Copy
2. Pan Card Copy
3. Driving License Copy
4. 5 Passport Size Photo and send a soft copy to hr@pkjtech.com
5. Last appointment letter (if applicable)
6. Last relieving letter (if applicable)
7. Last 3 month pay slip (if applicable)

8. Experience certificates (if applicable)
9. 10th Mark list
10. 10th Certificate
11. 12th Mark list
12. 12th Certificate
13. Degree Mark list
14. Degree Certificate
15. Post-Graduation Mark list (if applicable)
16. Post-Graduation Certificate (if applicable)
17. Four 50 Rs. seal document
18. Other Certificates

Kindly confirm your acceptance of this offer.

Regards

Riya Varghese
Sr. HR Executive

PKJ Technologies Private Ltd
1st Floor, CFC Bldg. Kinfra Park,
KINFRA Park P.O., Koratty,
Thrissur, Kerala-680309

+91 623-853-3146

SET <sset@scmsgroup.org>
Sreeram Dev <sreeram.dev3@gmail.com>

Tue, Jul 13, 2021 at 4:22 PM

Thank you

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER

7 messages

Krishna Ganesh <krishnaganesh1417@gmail.com>

Mon, Jul 12, 2021 at 2:36 PM

To: sset@scmsgroup.org

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

From: PKJ HR <hr@pkjtech.com>

Date: Fri, Jul 9, 2021, 4:38 PM

Subject: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER

To: <krishnaganesh1417@gmail.com>

Dear Krishna,

Thank you for exploring career opportunities with **PKJ Technologies Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. This offer is based on your profile and performance during the selection process.

We are pleased to confirm your acceptance of the offer with **PKJ Technologies Pvt Ltd** as **Associate, Technical Sales**. Your appointment will be effective from 12 July, 2021.

Your appointment carries a training period of ~~6 months~~. The training period is an extension of the selection process and provides time for effective adjustment of new employees.

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As a next step, we'd like to give you some suggestions to prepare yourself before joining that simulates some of the job duties. It'll give you the chance to better understand what the position entails and showcase your skills. Please find the below areas and prepare for the next step.

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- b. US time zone
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15. Post-Graduation Mark list (if applicable)
16. Post-Graduation Certificate (if applicable)
17. Four 50 Rs. seal document
18. Other Certificates

Kindly confirm your acceptance of this offer.

Regards

Riya Varghese
Sr. HR Executive

PKJ Technologies Private Ltd
1st Floor, CFC Bldg, Kinfra Park,
KINFRA Park P.O., Koratty,
Thrissur, Kerala-680309

+91 623-853-3146

SEET <sset@scmsgroup.org>
To: Krishna Ganesh <krishnaganesh1417@gmail.com>

Mon, Jul 12, 2021 at 7:10 PM

Thank you
(Quoted text hidden)



sset last name <sset@scmsgroup.org>

Fwd: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER

1 message

Vishnupriya Sajeevkumar <vpriyasajeevkumar@gmail.com>
To: sset@scmsgroup.org

Mon, Jul 12, 2021 at 6:16 PM

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

From: **PKJ HR** <hr@pkjtech.com>
Date: Fri, 9 Jul, 2021, 4:38 pm
Subject: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER
To: <vpriyasajeevkumar@gmail.com>

Dear Vishnupriya,

Thank you for exploring career opportunities with **PKJ Technologies Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. This offer is based on your profile and performance during the selection process.

We are pleased to confirm your acceptance of the offer with **PKJ Technologies Pvt Ltd** as **Associate, Technical Sales**. Your appointment will be effective from 12 July, 2021.

Your appointment carries a training period of 6 month. The training period is an extension of the selection process and provides time for effective adjustment of new employees.

You should report on **12 July 2021** to **PKJ Technologies Pvt Ltd, KINFRA Park, Koratty** at **7:00 PM**.

As a next step, we'd like to give you some suggestions to prepare yourself before joining that simulates some of the job duties. It'll give you the chance to better understand what the position entails and showcase your skills. Please find the below areas and prepare for the next step.

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16. Post-Graduation Certificate (if applicable)
17. Four 50 Rs. seal document
18. Other Certificates

Kindly confirm your acceptance of this offer.

Regards

Riya Varghese
Sr. HR Executive

PKJ Technologies Private Ltd
1st Floor, CFC Bldg, Kinfra Park,
KINFRA Park P.O., Koratty,
Thrissur, Kerala-680309

+91 623-853-3146

From: PKJ HR <hr@pkjtech.com>
Date: Fri, Jul 9, 2021, 4:39 PM
Subject: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER
To: <sabariyashnu99@gmail.com>

Dear Sabari,

Thank you for exploring career opportunities with **PKJ Technologies Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. This offer is based on your profile and performance during the selection process.

We are pleased to confirm your acceptance of the offer with **PKJ Technologies Pvt Ltd** as **Associate, Technical sales**. Your appointment will be effective from 12 July, 2021.

Your appointment carries a training period of 6 month. The training period is an extension of the selection process and provides time for effective adjustment of new employees.

You should report on **12 July 2021** to **PKJ Technologies Pvt Ltd, KINFRA Park, Koratty** at **7:00 PM**.

As a next step, we'd like to give you some suggestions to prepare yourself before joining that simulates some of the job duties. It'll give you the chance to better understand what the position entails and showcase your skills. Please find the below areas and prepare for the next step.

- a. US states and abbreviation
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13. Degree Mark list
14. Degree Certificate
15. Post-Graduation Mark list (if applicable)
16. Post-Graduation Certificate (if applicable)
17. Four 50 Rs. seal document
18. Other Certificates

Kindly confirm your acceptance of this offer.

Regards

Prithvi Varghese
Sr. HR Executive

PKJ Technologies Private Ltd
1st Floor, CFC Bldg, Kinfra Park,
KINFRA Park P.O., Koratty,
Thiruvananthapuram, Kerala-680309

91 623-853-3146



sset last name <sset@scmsgroup.org>

Student Contact Alert - Attra Infotech | Hiring BE/BTECH | 2021 Batch | Associate Engineer | CTC: 4.50 LPA | Apply Now !!!

1 message

Attra Infotech Pvt Ltd

<vinod.kumardmlub2Qua3VtYXJAZmlyc3RuYXVrcmkuY29t@firstnaukri.com>

Reply-To: vinod.kumar@firstnaukri.com

To: sset@scmsgroup.org

Fri, Jun 18, 2021 at 2:41 PM

[Apply Here](#)

Dear Candidate,

We are glad to inform you that Attra Infotech is hiring 2021 Batch BE/B.Tech (CS/IT/ECE) Graduates for the role of Associate Engineer

For more details and to apply click on below Apply Link.

Apply link:

<https://www.firstnaukri.com/careers/customised/landingpage/attra/09062021/job-opportunities.html>

Note – Candidates who apply on the Link will receive further Updates about Interview once they get Shortlisted.

Job Role: Associate Engineer

Job Location: Bangalore, Hyderabad, Pune

Qualification: BE/B.Tech (CS/IT/ECE/EEE)

Eligibility Criteria: 70 % Throughout, No Backlogs

Salary: 4.5 LPA

Disclaimer: Kindly note that Firstnaukri.com (A Naukri.com group portal), is the Hiring Support partners for Attra Infotech & we do not charge any amount from the candidate to attend the interview process.

All the Best!!

Regards

For Attra Infotech

Firstnaukri.com

[Apply Here](#)

Disclaimer:

The sender of this email is registered with Firstnaukri.com as **Attra Infotech Pvt Ltd** (, AMR Tech Park II,, No. 23 & 24, 2nd Floor,, 28, 16 - 560068) using Firstnaukri.com services. The responsibility of checking the authenticity of offers/correspondence lies with you. We recommend that you visit our [Terms & Conditions](#) and the [Security Advice](#) for more comprehensive information.

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abuse@firstnaukri.com

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EMPLOYMENT AGREEMENT

The agreement is signed between

FATHIMATHUL KIBTHIYA
Bangalore

- Herein after called the **Associate Engineer**

And

Attra Infotech Pvt. Ltd.

AMR Tech Park 4, No. 23 & 24, Ground Floor
Hongasandra, Hosur Main Road

Bangalore - 560 068

- Herein after called **Attra**

Attra is a global software services company with strong consulting practice in Australia, US, Singapore and the UK with offshore development facility in Bangalore, Pune and Hyderabad in India. Attra wishes to hire Associate Engineer who have requisite knowledge, skills and experience to be able to perform work for the company after the structured training is imparted. Attra is willing to provide an opportunity to the Associate Engineer to learn the Credit Cards domain knowledge and acquire programming skills to build software applications for the financial industry.

The Associate Engineer has expressed desire to learn and acquire the required software skills as deemed fit by Attra and is willing to undergo the training program.

The agreement between parties is subject to the following terms and conditions.

- a. Attra will provide basic training relevant to area of work.
- b. The Associate Engineer is employed on permanent rolls of Attra and will be entitled to all benefits which are applicable to regular employees.
- c. Attra will pay salary at the end of each month that will be subject to tax withholding as per the employment laws in India. Attra will not provide travel or accommodation and the Associate Engineer agrees to make own arrangement.
- d. The Associate Engineer agrees to abide by the rules and regulations of the company.
- e. The Associate Engineer explicitly agrees and commits to provide service to Attra for a period of **2 years** from the date of joining the training.
- f. In the event of termination of employment by Attra, the associate agrees that the clause 7 is void.

Attra Infotech (P) Ltd.,

AMR Tech Park II, No 23&24, 2nd Floor, Hongasandra, Hosur Main Road, Bangalore-560068

Ph: + 91 80 41970900, Website: www.attra.com



23-Jul-2021

Ms. FATHIMATHUL KIBTHIYA
Bangalore

Dear FATHIMATHUL KIBTHIYA,

We are pleased to offer you as '**Associate Engineer**' in **Career Band 'T'** with Attra InfoTech Private Limited ("the Company"). Your location of posting will be EC2 Gateway Campus Attra Infotech Silicon Town Electronic City II Bengaluru Karnataka 560100.

1. Your annual gross salary along with the break-up of salary is as per details contained in Annexure – A.
2. Your employment with us will be governed by the specific terms and conditions referred in Annexure – B.
3. You are required to join on or before **02-Aug-2021**, and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
4. You are requested to report at **9:30 AM** to complete the joining formalities at the address mentioned above. At the time of joining, you are requested to submit the copies of the documents as per Annexure – C.
5. You will be required to execute and be bound by a Non-Disclosure Agreement and an Employment Invention Assignment Agreement given to you at the time of joining.
6. You shall be on probation for a period of six (6) months from the date of joining the Company. On completion of such time, based on performance, you would be considered confirmed.
7. Mediclaim and Personal Accident Insurance will be extended to you and your family on you joining the company.
8. Gratuity Benefits would also accrue to you upon your completion of 5 continuous years of service.



ANNEXURE – A

Name: **Ms. FATHIMATHUL KIBTHIYA**
Designation: **Associate Engineer**
Career Band: **T**

Description	Monthly Gross (INR)	Annual Gross (INR)
Basic Salary	15,000	1,80,000
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Flexible Benefit Package	10,497	1,25,962
Statutory Bonus	700	8,400
Provident Fund Employers Contribution	1,800	21,600
Sub Total	35,247	4,22,962
Mediclaim		15,000
Personal Accident Insurance		1,692
Life Insurance Term Cover		1,692
Gratuity		8,654
Total Cost to Company		4,50,000

For **Attra Infotech Private Limited**

Ravikrishnan V
Senior Vice President



sset last name <sset@scmsgroup.org>

Fwd: _G10X - Associate Engineer - Online Campus drive

3 messages

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Oct 29, 2021 at 8:55 AM

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

From: **Manasi B M (_G10X, IND)** <Manasi.Balan@g10x.com>
Date: Thu, Oct 28, 2021 at 3:55 PM
Subject: _G10X - Associate Engineer - Online Campus drive
To: Jayanand B <jayanand@scmsgroup.org>
Cc: George Joseph <georgejoseph@scmsgroup.org>

Hi Jayanand,

Good day !!

As discussed, please find below the details of the Associate Engineer requirement.

- Qualification: BE/B.Tech. (Computer Science/ IT/ Electronics) Graduates (2020/2021 pass out)
- Aggregate: 65%
- Location: Infopark, Kochi

Hereby attaching the excel for updating the candidates' details. Also, kindly share their updated CVs as well.

Looking forward to hearing from you.

Regards**Manasi B M****Lead Talent Acquisition/ HR****+91 7994448759**Manasi.Balan@g10x.comWWW.G10X.COM

Unit No. 204, 2nd Floor, Tower A,

World Trade Centre,

Kakkanad, Kochi, Ernakulam, Kerala, 682042

Notice of confidentiality and Security: This e-mail and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this e-mail in error or by mistake please notify the sender immediately by e-mail, delete the e-mail permanently from your records and do not disseminate, distribute, copy or alter the e-mail or take any action in reliance on it. **Forward-looking Statement:** Certain portions of this e-mail and/or files transmitted with it may contain forward-looking statements that are based on management's expectations, estimates, projections, and assumptions. The company accepts no liability for any action taken by the recipient in reliance of this e-mail. **Security:** viruses can be transmitted via e-mails. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. E-mail transmission cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses.



Associate Tracker.xlsx

11K

SSET <sset@scmsgroup.org>

Fri, Oct 29, 2021 at 9:28 AM

To: abhijith chacko <abhijithultimate07@gmail.com>, Abhijith Vijayan <vijayanabhijith4@gmail.com>, AGNEY SAIDAS <agney.saidas7@gmail.com>, ahalyabaiju542@gmail.com, Ajay Santhosh <ajaysan2017@gmail.com>, Ajser Juman <ajserktp@gmail.com>, AKASH NAMBIAR <akashmayoogham@gmail.com>, Akhil Paul <akhilthomaspaul@gmail.com>, akshara rajesh <aksharakrajesh7@gmail.com>, Alen T Baburaj <alentbaburaj145@gmail.com>, Alvin Jose <ajalvin007@gmail.com>, Ameena Azad <ameena7736azad@gmail.com>, anaghakj1999@gmail.com, Anandharam S <aanandharam@gmail.com>, Anirudh Sasi <anirudhsasi60@gmail.com>, Anjali K P <anjalikp9240@gmail.com>, Anjali K P <taurainpearl04@gmail.com>, ANN AKKARA <annjakkara@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, anupa sebastian <anupasebastian1998@gmail.com>, Anzu Merin John <amerinjohn@gmail.com>, Aparna P Anand <aparnapanand099@gmail.com>, Ardra Nair <ardra.souparnika@gmail.com>, Arjun Subramanian <ajusman65@gmail.com>, arjun suresh <arjunsuresh1999@gmail.com>, Arshik Antony <01antony.arshik@gmail.com>, Arundhathi A <arundhathiaa@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, Ashby Babu <ashby512881@gmail.com>, "Ashik. Mathew" <ashik.mathew.pjm@gmail.com>, mr ashil <ashilkb584@gmail.com>, ashwinanand33@gmail.com, Aswin Anand <aswinachuammu@gmail.com>, Aswin Remesh <aswinremeshch1@gmail.com>, devzz <devika.99245@gmail.com>, dheeshnamd4u@gmail.com, Divya Sabu <divya13499@gmail.com>, veeyae stores <veeyae stores@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Ijaz Madathiparambil <ijazanwar48@gmail.com>, Jiso Jose <jisojose6@gmail.com>, Jithin Netticadan <jithinnettican@gmail.com>, Jithin Michael <jithujesu@gmail.com>, JIYA BENNY <jiyabenny1999@gmail.com>, Joel Mathew paul <joelmathewpaul007@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, Kavitha K K <kavithavanchoorakalam@gmail.com>, Aditya Manoj <adityamnj@gmail.com>, k4krishnanath@gmail.com, Malavika K Nair <malavika.knair@gmail.com>, maneesh krishna <maneeshappus@gmail.com>, Manoja E <manojae98@gmail.com>, Mariya Raphel <marjith347@gmail.com>, Meera C Anil <meeracani1.444@gmail.com>, Milna James <jamesmilna22@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerceevee@gmail.com, nealvinod7@gmail.com, Neethu Sunil <neethusunil488@gmail.com>, nimishamanoj033@gmail.com, NIVEDYA K P <nivediyakp1999@gmail.com>, PARVATHI JOSHY <parvathijoshi09@gmail.com>, Pooja Suresh <poojaspisharady@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, rahulkr390@gmail.com, Kannan TH <kannanth97@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, Rizwana Hashim <rizwanayasmin00@gmail.com>, robin abraham <abraham28rob@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, Rosemol Biju <rosemolbiju15@gmail.com>, Roshan Prasad <roshanp60@gmail.com>, Saeed Basheer <saeedvbasheer@gmail.com>, Sanju m p <mpanjanu123@gmail.com>, Saranya Mukundan <saranyasaaru99@gmail.com>, Sarath Aravind <asarath36@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, sarath j <jsarathkaralmanna@gmail.com>, Shallet Mary <shalletmary1999@gmail.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, Shravan Manoj <shravanmanoj911@gmail.com>, Simon Saju <simonsaju1@gmail.com>, sneha nambiar <snehanambiarrockz@gmail.com>, Zohan james <sohanjames33@gmail.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Sumayya Suhail <anzam.suhail4321@gmail.com>, swathy harish <swathyharish.5@gmail.com>, thomasvilangadan1998@gmail.com, Varun S nair <varunsnair99@gmail.com>, Vikhnesh Krishna <vikhneshkrishna@gmail.com>, Vikhnesh Krishna <vichu.tycoon007@gmail.com>, vinaydeo1999@gmail.com, Vinay Stephen <vinaystephen1@gmail.com>, Vinil Varghese <vinilvarghesethecr7@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>, Vishnu Prasad <vishnu787vp@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, Agatha Aji <agathaaji99@gmail.com>, Aishwarya Nandakumaravarma <varmaaishwarya3@gmail.com>, dO Or DiE <amalpod1999@gmail.com>, Amal Ashwin <amalposeidon@gmail.com>, ANAGHA SUJITH <anagha16sujith@gmail.com>, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, Anjana K Saju <anjanaksaju97@gmail.com>, aravindittekkot@gmail.com, Ardra Anil <ardraanil@gmail.com>, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com,



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World Trade Centre,
Kakkanad, Kochi, Ernakulam, Kerala, 682042

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Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Wed, Nov 17, 2021 at 4:36 PM

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

From: **Manasi B M (_G10X, IND)** <Manasi.Balan@g10x.com>
Date: Wed, Nov 17, 2021 at 4:09 PM
Subject: RE: _G10X - Associate Engineer - Online Campus drive - Urgent !!
To: Jayanand B <jayanand@scmsgroup.org>
Cc: George Joseph <georgejoseph@scmsgroup.org>, Sreevidya P (_G10X, IND) <Sreevidya.P@g10x.com>

Hi Jayanand,

Good day !!

Please be updated that R S Vishnu Priya and Ajmal P S has got selected with us for our first batch.

Shall keep you posted with further updates.

Thank you for the support.

Regards

Manasi B M

Lead Talent Acquisition/ HR

+91 7994448759

[Manasi. Balan@g10x.com](mailto:Manasi.Balan@g10x.com)



WWW.G10X.COM

Unit No. 204, 2nd Floor, Tower A,
World Trade Centre,
Kakkanad, Kochi, Ernakulam, Kerala, 682042

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: _G10X - Associate Engineer - Online Campus drive - Urgent !!

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Dec 3, 2021 at 9:56 PM

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

From: **Manasi B M (_G10X, IND)** <Manasi.Balan@g10x.com>
Date: Fri, Dec 3, 2021 at 5:24 PM
Subject: RE: _G10X - Associate Engineer - Online Campus drive - Urgent !!
To: Jayanand B <jayanand@scmsgroup.org>
Cc: George Joseph <georgejoseph@scmsgroup.org>, Sreevidya P (_G10X, IND) <Sreevidya.P@g10x.com>

Hi Jayanand,

Good day !!

Please be updated that Alvin Jose has got selected with us for our next batch.

[Quoted text hidden]



INTERNSHIP LETTER

HR/IL/2021/08/7980
Date: 26-08-2021

Name of the Candidate : SREELAKSHMI K S
Place of Joining : Kochi
Internship Start Date : August 30th, 2021

Dear Sreelakshmi,

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

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

Corporate Office: B-22, Sector - 34, Infocity, Gurgaon, Haryana - 122001, India

Registered Office: 12/10 East Patel Nagar, New Delhi - 110008, India

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



-
8. **Leave:** Regular full-time employees will have planned and unplanned leaves as per the VVDN Leave Policy whereas if you join as an Intern/ Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis. Please refer leave policy for more details.
 9. During your tenure with **VVDN**, you will be governed by the Service Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.
 10. Either party can terminate this internship by intimating 30 days in advance.
 11. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your internship with **VVDN** shall stand terminated/ cancelled without any notice.
 12. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than you're On the Job Training curriculum.
 13. Your email acceptance of this letter is expected within 3 days from the date of releasing the offer letter. This offer shall become void after completion of 3 days in-case no acceptance is received from the candidate.
 14. As per the business requirements, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
 15. Any interim voluntary or involuntary drop out cases will not be considered for any settlements and internship certificates. The internship certificate will be given for such trainees who will not be able to continue VVDN due to observed performance issues during internship
 16. In any such case, where trainee wants to leave the training or absconds or performs not as per the expectations due to which his confirmation of the services doesn't happen, trainees are liable to pay the training expenses as recovery which is not only limited to the three months stipend amount but also up to a sum of Rs. 5,00,000/- towards training cost, irrespective of the internship duration.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, **please bring original and photocopies** of the following for verification:

- **Pan Card**
- **Aadhar Card**
- **2 Color photographs, passport size**
- **10th Certificate**
- **12th Certificate**
- **All semester mark-sheets & Degree certificate**
- **NOC Letter from college for Internship**

Corporate Office: B-22, Sector - 34, Infocity, Gurgaon, Haryana - 122001, India

Registered Office: 12/10 East Patel Nagar, New Delhi - 110008, India

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

Registered Office:
VVDN Technologies Pvt Ltd
12/10, East Patel Nagar,
Delhi – 110008, India
Corporate Office:
B-22, Infocity Sector-34,
Gurugram-122001, Haryana, India
Tel No: +91 124 4284250
Fax No: +91 124 4284251
Website:
www.vvdntech.com
Email:
info@vvdntech.com
CIN:
U72200DL2007PTC162619



-
- **Passport** (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit the copy of application to HR department within one month of your joining)

Wishing you a rewarding career with **VVDN** and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For VVDN Technologies Pvt. Ltd.

Name of the Intern: SREELAKSHMI K S

A handwritten signature in black ink, appearing to be 'Sreelakshmi K S', written over a light blue grid background.

Authorized Signatory

Signature: -----

Corporate Office: B-22, Sector - 34, Infocity, Gurgaon, Haryana - 122001, India

Registered Office: 12/10 East Patel Nagar, New Delhi - 110008, India

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



sset last name <sset@scmsgroup.org>

TCS Campus Hiring - YOP 2021

2 messages

Shibas N P <shibas.np@tcs.com>

Sat, Sep 26, 2020 at 2:22 PM

Cc: Deepthi Damodaran <deepthi.damodaran@tcs.com>, Archana Johnson <archana.johnson1@tcs.com>, Jesto Raphael <jesto.r@tcs.com>

Dear Sir/Madam,

Greetings from TCS!

Trust you and your loved ones are continuing to be safe and in good health.

It is a matter of pride that despite the current unforeseen and unprecedented times, we have been navigating towards our goals by being purpose-driven, resilient and adaptable there by empowering our stakeholders to realize their objectives. We continue to live by our tradition of going the extra mile by responding to the society, our partners, our customers and the employees with utmost commitment.

Continuing with our Innovative spirit, **NQT has taken a new avatar to bring wider opportunities closer to the students and academia.**

This year, TCS Campus Test Process will be administered as part of the **National Qualifier Test (NQT)** conducted by TCS iON, our Official Test Partner. **The NQT Score secured by a student would be considered for the TCS Campus Hiring Process.**

- TCS Campus Hiring for YOP 2021 is open for all Engineering Disciplines B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc.
- Registrations are open on NQT Portal until 17th October 2020 (<https://learning.tcsionhub.in/hub/national-qualifier-test/>) for NQT scheduled on **24th/25th/26th October 2020**
- Students are required to register on NQT Portal to get their Registration Number
- Post registration, students could be batched on any of the above dates for taking up the NQT
- **To be considered for TCS Selection Process, candidates must register at the TCS Next Step Portal (<https://nextstep.tcs.com/campus/#/>), specifying the NQT Registration number**
- After the NQT, TCS Applicants' NQT Score will be taken from TCS iON
- Basis the NQT Score, the shortlisting for next round will be decided
- TCS Applicants' who are toppers from NQT will be further given a chance for TCS Digital Selection Process

Kindly refer the below link for more details.

https://www.tcs.com/careers/TCSCampusHiringYoP2021#section_1

If there are any queries, please feel free to connect with us. We look forward to your continued support and cooperation for a successful and mutually rewarding campus season.

Regards
Shibas

Shibas N.P
Campus Recruitment Lead- Kerala
Tata Consultancy Services
Voip:- 4487215
Phone:- 0484-6187215
Cell:- 9846553333
Mailto: shibas.np@tcs.com
Website: <http://www.tcs.com>

Experience certainty. IT Services
Business Solutions
Consulting

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sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 10, 2021 at 12:39 PM

[Quoted text hidden]



Offer: Computer Consultancy

Ref: TCSL/DT20207238509/Trivandrum

Date: 09/01/2021

Ms. Misha George
Alumvadakkethil House Venmoney,
Punthala P O,
Chengannur-689509,
Kerala.
Tel# -9447976245

Dear Misha George,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/DT20207238509

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Misha George
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



27 August 2021

Shojo Johnson
Cherpanath House,
Chenathunadu, Chalakudy,

Dear Shojo,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **27 August 2021**.

(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

TATA ELXSI

Registered Office: Tata Elxsi Limited, ITPB Road, Whitefield, Bangalore-560 068, India

Tel: +91 80 2297 9123 Fax: +91 80 2841 1474

www.tataelxsi.com

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Annexure 1

Annexure to: **Shojo Johnson**

Appointment Letter Dated: **27 August 2021**

Name	Shojo Johnson
Level	D
Designation	Engineer
Location	Trivandrum

	Amount in INR
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
Monthly Salary	26,562

Deferred Benefits (Annualised)

Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947

Annual Gross Salary	3,50,011
----------------------------	-----------------

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

TATA ELXSI

Registered Office: Tata Elxsi Limited, ITPB Road, Whitefield, Bangalore-560 068, India

Tel: +91-80-2297-9123 Fax: +91-80-2845-1474

www.tataelxsi.com

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sset last name <sset@scmsgroup.org>

Invitation to participate in Infosys Campus Recruitment Program for 2020-21

9 messages

Pon Balaji Sankar <pon.sankar@infosys.com>

Thu, Sep 3, 2020 at 11:50 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun,

Greetings!

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,458 clients in 46 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,39,000+ employees makes this happen.

At Infosys, we have a [signature strategy](#) to help our employees move forward. We enable them to build technology solutions for the future, we ensure their career never stands still, and that we navigate further, together. Through always-on learning options, career opportunities through bridge programs, and training in advanced technologies, we help our people to achieve what they desire the most.

As we begin campus recruitment for 2021 batch of students, we are keen to partner with your institute for Infosys Campus Recruitment Program 2020-21. You are requested to send a confirmation on this mail.

Our campus recruitment program will be conducted online this year. The test process would be a virtual online assessment and the shortlisted students would be required to undergo video interview to assess their technical and behavioral skills.

You are requested to refer to the attached '**Eligibility Criteria**' to identify the eligible students from your institute for our recruitment program.

To nominate students for our recruitment program, kindly share the details of eligible students with us in the attached 'Student Details Sheet' latest by Monday, September 7, 2020.

Please note, our processes are system driven, hence we will not be able to accommodate any changes/additions to this list after the due date.

Kindly share the attached '**Important Instructions for Students**' with the eligible candidates so that they can adhere to the process.

In case of any query, feel free to contact me.

We look forward to a long and successful partnership with you.

Regards,

Pon Balaji

Talent Acquisition

Infosys Limited

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3 attachments



Student data sheet_2021.xls

27K



Important Instructions for Candidates.pdf

474K



Infosys Campus Recruitment Program_Eligibility Criteria.pdf

47K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Sep 4, 2020 at 2:57 PM

[Quoted text hidden]

3 attachments



Student data sheet_2021.xls

27K



Important Instructions for Candidates.pdf

474K



Infosys Campus Recruitment Program_Eligibility Criteria.pdf

47K

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: "Dr. Praveensal C.J." <praveensal@scmsgroup.org>
Cc: Gopakumar S <gopakumars@scmsgroup.org>, SSET <sset@scmsgroup.org>

Fri, Sep 4, 2020 at 9:28 PM

Dear Sir,

We have received the communication from Infosys for conducting the campus placements. I believe the online test and interview would be scheduled after two or three weeks. We have already started training on interview and group discussion which is done personally by me.

It is also very important to give the final training for clearing the aptitude test. The main modules of the training by Konfidence on Quantitative Aptitude, Logical Reasoning, Verbal Ability and the Infosys pattern training are pending.



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment Program: List of students selected for a job offer

7 messages

Pon Balaji Sankar <pon.sankar@infosys.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 1:49 PM



Dear Prof.,

We are delighted to share the list of students from your institute who have successfully cleared the interview round of Infosys Campus Recruitment Program 2020-21. Please refer to the attached excel sheet to see the list.

The results for students who participated in our campus recruitment program but their names are missing from the list will also be shared with you shortly.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

Please note that RAI/Reject means Reject and nothing else.

We look forward to a long and successful partnership with you.

Warm regards,

Pon Balaji
Talent Acquisition
Infosys Limited

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SCMS.xlsx
10K

SSET <sset@scmsgroup.org>
Bcc: ANAGHA SUJITH <anagha16sujith@gmail.com>, Sayooj Suresh <sayoojsuresh.suresh6@gmail.com>, Shravan Manoj <shravanmanoj911@gmail.com>, Sarath Sajan <sarathsajan1998@gmail.com>

Tue, Jan 5, 2021 at 2:05 PM

Dear Students,

Candidate Name	Candidate Email	Final Status
Anagha SUJITH K	anagha16sujith@gmail.com	Offer
Sarath Sajan	sarathsajan1998@gmail.com	Reject
Sayooj Suresh	sayoojsuresh.suresh6@gmail.co	Offer
Shravan Manoj	shravanmanoj911@gmail.com	Offer



July 26, 2021

HRD/3T/21-22/1001702866

Mr. Sayooj Suresh
Candidate ID: 1001702866
Kuruppampalath (H), Ambalanada East
P.O P.Vemballur, Kodungallur, Thrissur, Kerala
Thrissur - 680671
Kerala
India
Ph: (91) 81130 99762

Dear Sayooj,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



sset last name <sset@scmsgroup.org>

Sutherland Campus Invite - SCMS School of Engineering and Technology !

9 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Mon, Dec 7, 2020 at 7:09 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. Varun,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at www.sutherlandglobal.com, and follow us on FB www.facebook.com/SutherlandGlobalServicesIndia/

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive for **SCMS School of Engineering and Technology** on the **6Jan'21**. We request you to collect the details of the interested students in the attached excel sheet and share it with us on or before **3Jan'2021**.

Pre-requisite

Graduates/ Three year Diploma Holder
Basic computer knowledge in Hardware, Operating Systems and Networking
Aptitude for troubleshooting Desktops/ Laptops
Excellent spoken and written English communication skills
Open to work in Rotational shifts

Work Location	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Airoli)
Salary	Up to 2.50 L (Fresher's) - Package differs based on the individual's skill set

Interview process

Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Presentation	A presentation on Sutherland - 40 to 45 mins in WebEX
Non-voice Screening	Online assessment – Laptop/Desktop is mandatory
Initial Screening	JD/ one on one conversation in Breakout session of 20 - 25 students - approx 45 mins per batch
Communication Assessment and HR Interview	Candidates clearing communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared two days before the fixed drive date.
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,

**Divya G Thiyagarajan**

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiyagarajan@sutherlandglobal.com

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**Sutherland Interview data tracker.xlsx**

11K

SSET <sset@scmsgroup.org>

Mon, Jan 4, 2021 at 11:44 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Madam,

Thanks for the invitation extended for this year recruitment too. As per the mail, attached herewith the filled template of our 107 candidates for the drive to be conducted by your esteemed organization on **6th January 2021**.

Kindly confirm the further details of the same.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

**Sutherland Interview data tracker.xlsx**

33K

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 10:43 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Kindly confirm the virtual drive details scheduled by your esteemed organization on **6th January 2021** for our 2021 batch students.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 1:09 PM

To: SSET <sset@scmsgroup.org>Cc: Varun Menon G <varunmenon@scmsgroup.org>

Hi,

Greetings for the day.

Gentle reminder for tomorrow's drive.

[Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.](#)

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared (database is already received, please update if there is any change)
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Reach out to me on 8137010196 if you have any queries.

Regards,

Silviya

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,



Divya G Thiyagarajan

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiyagarajan@sutherlandglobal.com

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[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 2:12 PM

To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Thanks for the details. Our students will attend the drive as per the schedule.

It may kindly be noted that the email id of our candidates **Sl. No.36 - Rosemol Biju** is rosemolbiju15@gmail.com, which was entered wrongly in the student tracker sheet, mailed yesterday.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

 **Sutherland Interview data tracker.xlsx**
33K

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 2:23 PM

To: SSET <sset@scmsgroup.org>

Hi Varun,



sset last name <sset@scmsgroup.org>

SCMS School of Engineering and Technology - Congratulations to the Selected Candidates

6 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. Varun

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for Campus Hiring . I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews & have b
Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Primary Number	Alternate Number	Email	DOB	Fathers name	
1	B.Tech-CE	Shifa	Ebrahim	7994017033	9745843667	shifae11@gmail.com	6/11/1999	Ebrahim	SCM
2	B.Tech-CSE	Pooja	S	8589832331		poojaspisharady@gmail.com	14-Mar-00	Suresh N.P	SCM
3	B.Tech-CSE	Aditya	Manoj	8848882147	9745359445	adityamnj@gmail.com	9-Feb-99	Manoj Kumar	SCM
4	B.Tech-CSE	Mariya	Raphel	7034323872	9447529005	marjith347@gmail.com	2-Jun-99	V O Rappai	SCM
5	B.Tech-CSE	Aswin	Remesh	9495741913		aswinremeshch1@gmail.com	5-May-99	Remesan M. G.	SCM
6	B.Tech-CSE	Meera	C Anil	8086148492	8848884384	meeracanil.444@gmail.com	4-Feb-99	Anilkumar C C	SCM
7	B.Tech-CSE	Saranya	M.Nambiar	8921069156		saranyasaaru99@gmail.com	1-Jun-99	P.N.Mukundan	SCM
8	B.Tech-CSE	Parvathi	P J	7594071337	9895805372	parvathijoshi09@gmail.com	25-Mar-99	Joshi P G	SCM
9	B.Tech-ECE	Honey	Manoj	7356988559	9539866704	honeymanoj76@gmail.com	17-Jul-99	Manoj John	SCM
10	B.Tech-ECE	Amal	T	7994195501	9744310441	amalposeidon@gmail.com	25-Jun-99	Ashwanikumar T	SCM
11	B.Tech-ECE	Sarath	Sajan	7907498200		sarathsajan1998@gmail.com	12-Dec-98	Sajan Baby	SCM
12	B.Tech-ECE	Anjali	K	9946142543	9495133305	anjalikrishnan11@gmail.com	22-Feb-99	M Kuttikrishnan	SCM
13	B.Tech-ECE	Gokul Das	M	9947982234	9037253972	gokulmdas99@gmail.com	29-May-99	M Thulasidas	SCM
14	B.Tech-ECE	R S	Vishnu Priya	9048076999		vpriyasajeevkumar@gmail.com	20-May-98	Sajeevkumar R N	SCM
15	B.Tech-ECE	Denny	Jose C	9446410071	9895771912	dennycjose@gmail.com	10-May-99	Cj Jose	SCM
16	B.Tech-ECE	Vishnu	K Menon	9526340449	9847510672	vishnukm147@gmail.com	2-Aug-99	Krishnakumar K M	SCM
17	B.Tech-EEE	Anshya	Shibi S	9562464666	9447052157	anshyasmile@gmail.com	24-Dec-99	M Subash	SCM
18	B.Tech-EEE	Vishnu	Unnikrishnan	8826180980	8826180980	vishnuabl2@gmail.com	12-Sep-99	Unnikrishnan.P	SCM
19	B.Tech-ME	Allen	Issac	7012861409	7594957212	allenissac08@gmail.com	16-Jul-98	Shency Abraham	SCM
20	B.Tech-ME	Anandsivan	S	8921720413	9544098868	anandsivan1999@gmail.com	7-Aug-99	M P Santhoshkumar	SCM
21	B.Tech-ME	Vishnu	K B	9605330247	9567419809	vishnukb1000@gmail.com	14-Sep-99	Bahuleyan K K	SCM
22	B.Tech-ME	Aswanth	R	9072109953	9744343336	aswanthr2323@gmail.com	23-May-99	B Rajeev	SCM
23	B.Tech-ME	Gopika Ganga	Nair	9747124768		gopikaganganair@gmail.com	2-Feb-99	Ganga V Nair (Mother)	SCM
24	B.Tech-ME	Kiran	John	9061129561	9567881772	kiranj90611@gmail.com	24-Jun-99	Renni John	SCM

Regards,

Sutherland Campus Team

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SSET <sset@scmsgroup.org>

Sat, Jan 9, 2021 at 9:39 PM

Bcc: abhijith chacko <abhijithultimate07@gmail.com>, Aditya Manoj <adityamnj@gmail.com>, Ajil Jaison <ajiljaison64@gmail.com>, Akhil Paul <akhilthomaspaul@gmail.com>, Anirudh Sasi <anirudhsasi60@gmail.com>, anupatsebastian@gmail.com, Ardra Nair <ardra.souparnika@gmail.com>, Arundhathi A <arundhathiaa@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, ashilkb848@gmail.com, Aswin Remesh <aswinremeshch1@gmail.com>, dheeshnamd4u@gmail.com, Divya Sabu <divya13499@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Jiso Jose <jisojose6@gmail.com>, JIYA BENNY <jiyabenny1999@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, Kavitha K K <kavithavanchoorakalam@gmail.com>, Malavika K Nair <malavika.knair@gmail.com>, Mariya Raphael <marijith347@gmail.com>, Meera C Anil <meeracaniil.444@gmail.com>, jamesmilna22@gmail.com, Mohammed Suhaib <msuhaib010@gmail.com>, nealvinod7@gmail.com, nimishamanoj033@gmail.com, PARVATHI JOSH Y <parvathijoshi09@gmail.com>, Pooja Suresh <poojaspisharady@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, Kannan TH <kannanth97@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, robin abraham <abraham28rob@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, rosemolbiju15@gmail.com, Roshan Prasad <roshanp60@gmail.com>, Saranya Mukundan <saranyasaaru99@gmail.com>, Sarath Aravind <asarath36@gmail.com>, sarath j <jsarathkaralmanna@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, Shravan Manoj <shravanmanoj911@gmail.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Varun S nair <varunsnair99@gmail.com>, Vikhnesh Krishna <vikhneshkrishna@gmail.com>, Vinay Stephen <Vinaystephen1@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>, Vishnu Prasad <vishnu787vp@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, varmaashwarya3@gmail.com, Amal Ashwin <amalposeidon@gmail.com>, dO Or DiE <amalpod1999@gmail.com>, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, aravinditekkot@gmail.com, aswathy_gp@ieee.org, tsathira2112@gmail.com, athulyakt69@gmail.com, dennycjose@gmail.com, diluip1997@gmail.com, gokulmdas99@gmail.com, gopikaareililgm@gmail.com, Honey Manoj <honeymanoj76@gmail.com>, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, Vishnupriya Sajeevkumar <vpriyasajeevkumar@gmail.com>, Sarath Sajjan <sarathsajan1998@gmail.com>, lakshmisree2244@gmail.com, tejas cj <tejasjc99@gmail.com>, vishnukm147@gmail.com, anshyasmile@gmail.com, bharath kr <bharathkadungoth@gmail.com>, Elvin George <elvinthekkanath@gmail.com>, iamgokulgadth@gmail.com, jayesh mohan <jayeshmohan0@gmail.com>, Nakashfz19@gmail.com, shibin M S <shibinmadathingal1998@gmail.com>, tritinthomas@gmail.com, Vishnu Unnikrishnan <vishnuablr2@gmail.com>, Akhil Saji <akhilsaji27@gmail.com>, allenissac08@gmail.com, amalkrishnalassery@gmail.com, Anand Sivan <anandsivan1999@gmail.com>, അസ്മിതാ യാദവ് aka azura <arjunsonu1999@gmail.com>, Gopika Ganga Nair <gopikaganganair@gmail.com>, kamalijithpn@gmail.com, kiranj90611@gmail.com, Kurian Paul <kurianpaulp007@gmail.com>, mohammedsharookbn@gmail.com, Ram Kumar <ram65764@gmail.com>, sreeharsh28012000@gmail.com, Sreeram Dev <sreeram.dev3@gmail.com>, varun b <varunbalan99@gmail.com>, Vishnu Vijay <vishnuv044@gmail.com>, vishnu kb <vishnukb1000@gmail.com>, Basil John <basiljohn1998@gmail.com>, Aiswarya Menon <aiswaryamenon393@gmail.com>, angeleliyajoy31@gmail.com, archanavijayan24@gmail.com, mahimabkc@gmail.com, maryjisnavarghese912@gmail.com, Shifa Ebrahim <shifae11@gmail.com>, supriyababu16@gmail.com, vipin26vn@gmail.com

Dear Students,

Congrats to all the following selected students as an "Associate" with Sutherland .

Regards

Sujitha Vinod
Secretary Placement Cell
SCMS School of Engineering and Technology

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

From: **Sutherland Campus Team India**

Date: Sat, Jan 9, 2021 at 9:02 PM

Subject: SCMS School of Engineering and Technology - Congratulations to the Selected Candidates

To: sset@scmsgroup.org <sset@scmsgroup.org>

Dear Mam

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jan 9, 2021 at 9:40 PM

To: Aswanth R <aswanthr2323@gmail.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jan 9, 2021 at 9:41 PM

To: Varun Menon G <varunmenon@scmsgroup.org>

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

From: **Sutherland Campus Team India** <SutherlandCampusTeam.India@sutherlandglobal.com>

Date: Sat, Jan 9, 2021 at 2:02 PM

Subject: SCMS School of Engineering and Technology - Congratulations to the Selected Candidates

To: sset@scmsgroup.org <sset@scmsgroup.org>

Cc: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Jan 8, 2021 at 3:58 PM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Cc: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Sir/Madam,

Thanks for the 24 Voice offers extended to our 2021 batch students.

On behalf of the management, principal, staff and students I thank you and your esteemed organization for conducting virtual drive for our students. We expect continuous interaction and support between our institution and your esteemed organization. Convey my best regards to your team members.

Hope to receive the non voice offers too.

Thanks and Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Anshya Shibi S (B.Tech-EEE)

Congratulations!!!

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

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

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

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

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 26-03-2021

Dear Vishnu Unnikrishnan (B.Tech-EEE)

Congratulations!!!

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

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

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

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

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required

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



sset last name <sset@scmsgroup.org>

SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)

5 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Wed, Apr 28, 2021

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>

Dear Mr. Varun,

Greetings from Sutherland!!!

It was indeed a pleasure conducting the virtual campus drive for your institution . I'm hereby mentioning the details of those vibrant minds who have cleared our Non Voice rounds of interview and have been shortlisted as a "Associate" . Our Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Primary Number	Alternate Number	Email	College name
1	B.Tech-AUE	Basil	John	9745344199		basiljohn1998@gmail.com	SCMS School of Engineering and Technology
2	B.Tech-CE	Mahima	Babu Kc	9061237493	9745127278	mahimabkc@gmail.com	SCMS School of Engineering and Technology
3	B.Tech-CE	Angel	Joy	9961921966	9048343425	angeleliyajoy31@gmail.com	SCMS School of Engineering and Technology
4	B.Tech-CSE	Sarath Amay	Nair	7909169432	8590388478	sarathnair30@outlook.com	SCMS School of Engineering and Technology
5	B.Tech-CSE	Sreeraj	B R	8289964892	9497345892	brsreerajbr@gmail.com	SCMS School of Engineering and Technology
6	B.Tech-CSE	Mohammed	Suhaib V A	7025370616	7025370616	msuhaib010@gmail.com	SCMS School of Engineering and Technology
7	B.Tech-CSE	Abhijith	Chacko	8078152079	7510790407	abhijithultimate07@gmail.com	SCMS School of Engineering and Technology
8	B.Tech-CSE	Sten	Benny	7909154709		stenbenny02@gmail.com	SCMS School of Engineering and Technology
9	B.Tech-CSE	Gayathri	V	8921873799		gayathrivalsaraj27@gmail.com	SCMS School of Engineering and Technology
10	B.Tech-CSE	Ashil	Basheer	9961406956	9605266077	ashilkb848@gmail.com	SCMS School of Engineering and Technology
11	B.Tech-CSE	Neal	Vinod	7902539459		nealvinod7@gmail.com	SCMS School of Engineering and Technology
12	B.Tech-CSE	Rithwik	S Menon	7012715036	9497492743	rithwikmenons@gmail.com	SCMS School of Engineering and Technology
13	B.Tech-CSE	Robin	Abraham	9497458402	8281975840	abraham28rob@gmail.com	SCMS School of Engineering and Technology
14	B.Tech-CSE	Vishnuraj	K R	9497877691		vishnuraj9991@gmail.com	SCMS School of Engineering and Technology
15	B.Tech-CSE	Ajil	Jaison	9745957595	9947014087	ajiljaison64@gmail.com	SCMS School of Engineering and Technology
16	B.Tech-CSE	Anupa	T Sebastian	8589820268	9497121998	anupatsebastian@gmail.com	SCMS School of Engineering and Technology
17	B.Tech-CSE	Ardra	Nair	8086278731	9946571095	ardra.souparnika@gmail.com	SCMS School of Engineering and Technology
18	B.Tech-CSE	Ashal M	Joshly	7356480234	7356480234	aashalmariya123@gmail.com	SCMS School of Engineering and Technology
19	B.Tech-CSE	Divya	Sabu	9447634010		divya13499@gmail.com	SCMS School of Engineering and Technology
20	B.Tech-CSE	Hariharan	V	8921086636		hariharanv72@gmail.com	SCMS School of Engineering and Technology
21	B.Tech-CSE	Hida	Rahman	9048077040	9846383069	hprn.hida@gmail.com	SCMS School of Engineering and Technology
22	B.Tech-CSE	Hisana	T Y	7356853120	7306690847	hizanayoonus321@gmail.com	SCMS School of Engineering and Technology
23	B.Tech-CSE	Jiso	Jose	9020466018	8078282110	jisojose6@gmail.com	SCMS School of Engineering and Technology
24	B.Tech-CSE	Jyothish	A	8089714037		athi.jyothish@gmail.com	SCMS School of Engineering and Technology
25	B.Tech-CSE	Kavitha	K K	8078173586	9072089422	kavithavanchookalam@gmail.com	SCMS School of Engineering and Technology
26	B.Tech-CSE	Malavika	K Nair	9961158289		malavika.knair@gmail.com	SCMS School of Engineering and Technology

27	B.Tech-CSE	Milna	James	9188024669	7594024669	jamesmilna22@gmail.com	SCMS School of Engineering and
28	B.Tech-CSE	Premkrishna	Sujit	9400645867		prem.kitchu@gmail.com	SCMS School of Engineering and
29	B.Tech-CSE	Ramachandran	T H	9633590965		kannanth97@gmail.com	SCMS School of Engineering and
30	B.Tech-CSE	Shimil K	Eldose	9645842346	9846691453	shimilkeldose05@gmail.com	SCMS School of Engineering and
31	B.Tech-CSE	Vinay	Steephen	8592008665	9447245644	Vinaystephen1@gmail.com	SCMS School of Engineering and
32	B.Tech-ECE	Aishwarya	Nandakumaravarma	9400835315		varmaaishwarya3@gmail.com	SCMS School of Engineering and
33	B.Tech-ECE	Amal	Prasannan	9061716323		amalpodi1999@gmail.com	SCMS School of Engineering and
34	B.Tech-ECE	Ananya	Rajesh	9747943749	8921283745	ananyarajesh33@gmail.com	SCMS School of Engineering and
35	B.Tech-ECE	Anjana K	Saju	9048483595	7025352098	anjanaksaju97@gmail.com	SCMS School of Engineering and
36	B.Tech-ECE	Aravind	J	9496102309	9447665399	aravindtekkot@gmail.com	SCMS School of Engineering and
37	B.Tech-ECE	Aswathy	Gopalakrishnan	8281343599		aswathy_gp@ieee.org	SCMS School of Engineering and
38	B.Tech-ECE	Athulya	K T	7594958475		athulyakt69@gmail.com	SCMS School of Engineering and
39	B.Tech-ECE	Tejas	Cj	8075797056	7559812165	tejas99@gmail.com	SCMS School of Engineering and
40	B.Tech-EEE	Elvin	T G	8078256324	7012094241	elvinthekkanath@gmail.com	SCMS School of Engineering and
41	B.Tech-EEE	Shibin	M S	9048563018	9947298337	shibinmadathingal1998@gmail.com	SCMS School of Engineering and
42	B.Tech-EEE	Tritin	Thomas	9562656170	9562656170	trittinthomas@gmail.com	SCMS School of Engineering and
43	B.Tech-EEE	Nakash Faisal	K	8891424342	9847727228	Nakashfz19@gmail.com	SCMS School of Engineering and
44	B.Tech-ME	Amal Krishna	Alassery	9895685092	8156974226	amalkrishnalassery@gmail.com	SCMS School of Engineering and
45	B.Tech-ME	Sreeharsh	R P	9656976175	8086860553	sreeharsh28012000@gmail.com	SCMS School of Engineering and
46	B.Tech-ME	Akhil	Saji	9745462085		akhilsaji27@gmail.com	SCMS School of Engineering and

Regards,

Sutherland Campus Team

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy this message, including electronic and hard copies. Thank you for your cooperation.

SSET <sset@scmsgroup.org>

To: Varun Menon G <varunmenon@scmsgroup.org>

Wed, Apr 28, 2021 at 6:12 AM

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Apr 28, 2021 at 6:42 AM

To: Basil John <basiljohn1998@gmail.com>, "mahimabkc@gmail.com" <mahimabkc@gmail.com>, "angeleliyajoy31@gmail.com" <angeleliyajoy31@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, "ashilkb848@gmail.com" <ashilkb848@gmail.com>, "nealvinod7@gmail.com" <nealvinod7@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, robin abraham <abraham28rob@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, Ajil Jaison <ajiljaison64@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, Ardra Nair <ardra.souparnika@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, Divya Sabu <divya13499@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Jiso Jose <jisose6@gmail.com>, Kavitha K K <kavithavanchchoorkalam@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, Malavika K Nair <malavika.knair@gmail.com>, "jamesmilna22@gmail.com" <jamesmilna22@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, Kannan TH <kannanth97@gmail.com>

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

From: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Date: Wednesday, April 28, 2021

Subject: SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>

[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Wed, Apr 28, 2021 at 10:19 AM

To: SSET <sset@scmsgroup.org>



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Elvin T G (B.Tech-EEE)

Congratulations!!!

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

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

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Nakash Faisal K (B.Tech-EEE)

Congratulations!!!

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Shibin M S (B.Tech-EEE)

Congratulations!!!

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

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Tritin Thomas (B.Tech-EEE)

Congratulations!!!

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

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

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



sset last name <sset@scmsgroup.org>

UST On Campus Recruitment Drive - Pool Drive (Virtual) for 2021 Graduates

5 messages

Jenty Joy <jentyjoy@mbits.edu.in>

Tue, Apr 20, 2021 at 12:00 PM

To: lacement Cell MACE <placements@mace.ac.in>, Placement Cell MACE <tnpmace@gmail.com>, biju.skaria@mace.ac.in, ilahia icet <placement@icet.ac.in>, anilan r <anilanagri@gmail.com>, Argon David <tpc@mgmcet.ac.in>, MGMCollegeOfEngineering TPC <tpcmgmcollegeofengineering@gmail.com>, "Jose V. Mathew" <josevmathew@aisat.ac.in>, Sebin Jose <sebinjose@aisat.ac.in>, Vjcet Vjcet <vjcet@vjcet.org>, Vjc Mavin <placement@vjcet.org>, Placement Department TIST <placement@tistcochin.edu.in>, Placement TIST <placement.tist@gmail.com>, ELVIN KURUVILLA <elvin@visat.ac.in>, alazharplacementcell@gmail.com, SSET <sset@scmsgroup.org>, SNMIMT Placement <placement@snmimt.edu.in>, mahendraks@kmeacollege.ac.in, mhr.sh@kmeacollege.ac.in
Cc: Abin Sunny <abinmace@gmail.com>, jeena jacob <jeena.jacob4@gmail.com>, Seethal Idiculla <seethalidicullas@gmail.com>, basil98sunny@gmail.com

Dear Sir

Greetings to you

UST had consented to conduct a pooled drive for the 2021 Batch please find the mail from UST in this regard. Kindly collect the list from your college in the attached Excel format and send me the same on or before 27-April-2021

Dear Sir,

Greetings from UST !

We are happy to inform we are all set to launch our Campus Recruitment Drive for 2021 graduates. Due to COVID-19, this year we are moving the entire process virtually. We are happy to collaborate with you as the main POC and to conduct a pool drive in (tentatively) May, 2021. We are targeting a pool of 1500 candidates from this 2021 batch from various colleges across Kerala (who meets the below eligibility criteria). Request your help to get a list of candidates in the attached format on or before 27-April-2021, Tuesday

Eligibility Criteria

- Graduation: B.Tech / B. E
- Post-Graduation: MCA, M.Tech
- Stream: Computer Science, Information Technology, Information Science, Computer Application, Electronics, Electrical and all circuit branches
- Year of Passout: 2021 Graduates
- Back Logs: Maximum two backlog while attending the recruitment drive and no standing backlogs during the time of joining
- Cut Off Marks: Consistent academic track with 60 % or above / 6.4 CGPA or above (10th, 12th, Graduation, Post-Graduation)
- Work Location: Can be any location of UST Global

Recruitment Process – All the below mentioned three rounds will be conducted virtually.

- Online Test
- Technical Interview
- HR Interview

Once we receive the candidate list will plan the dates and communicate with you to take it forward.

--

Regards

Mr Jenty Joy

Head Corporate Relations & Placements**MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]**

Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India- 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)**CTIPS (Kerala) Consortium of Technical Institutes for Placement Services****Mob +91 94466 10781,+91 9188825380****Location of MBITS** <https://goo.gl/maps/APjCuqBygtu>**Candidate Template - UST Global.xlsx**

81K

SSET <sset@scmsgroup.org>

Tue, Apr 27, 2021 at 11:10 AM

To: Jenty Joy <jentyjoy@mbits.edu.in>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Please find the attached list of 53 students for the UST placement drive. Sorry for the delay.

Thanks and Regards,

Varun

[Quoted text hidden]

**Candidate Template - UST Global_SCMS.xlsx**

30K

SSET <sset@scmsgroup.org>

Mon, Jul 5, 2021 at 10:15 AM

To: Jenty Joy <jentyjoy@mbits.edu.in>

Cc: Placement Cell MACE <placements@mace.ac.in>, Placement Cell MACE <tnpmace@gmail.com>, biju.skaria@mace.ac.in, ilahia icet <placement@icet.ac.in>, anilan r <anilanagri@gmail.com>, Argon David <tpc@mgmcet.ac.in>, MGMCollegeOfEngineering TPC <tpcmgmcollegeofengineering@gmail.com>, "Jose V. Mathew" <josevmathew@aisat.ac.in>, Sebin Jose <sebinjose@aisat.ac.in>, Vjcet Vjcet <vjcet@vjcet.org>, Vjc Mavin <placement@vjcet.org>, Placement Department TIST <placement@tistcochin.edu.in>, Placement TIST <placement.tist@gmail.com>, ELVIN KURUVILLA <elvin@visat.ac.in>, alazharplacementcell@gmail.com, SNMIMT Placement <placement@snmimt.edu.in>, "Mahendra K.S." <mahendraks@kmeacollege.ac.in>, "Mahendra K.S." <mhr.sh@kmeacollege.ac.in>, Abin Sunny <abinmace@gmail.com>, jeena jacob <jeena.jacob4@gmail.com>, Seethal Idiculla <seethalidicullas@gmail.com>, basil98sunny@gmail.com, Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir/Ma'am,

The campus interview results of those candidates who attended the interview of UST till 30th June 2021.

Kindly inform the students.

Thank You.

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

On Tue, Apr 20, 2021 at 12:00 PM Jenty Joy <jentyjoy@mbits.edu.in> wrote:

[Quoted text hidden]

**On Campus Interview results UST.xlsx**



sset last name <sset@scmsgroup.org>

On campus Interview results- UST

17 messages

Timi Abraham(UST,IN) <Timi.Abraham@ust.com>
 To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Fri, Aug 6, 2021 at 6:57 PM

Hello Sir,

Greetings from UST!

Thank you very much for allowing your students to attend our interview.

Please find the below results of students who attended online interview with us. Please share the results with students and confirm selected students willingness to join with us.

Candidate ID	Candidate Name	Mobile	Email	College	Status
23819792	Shojo Johnson	+91 9961914931	shojjohnson18@gmail.com	SCMS School of Engineering and Technology	Reject
23817852	Ajil Jaison	+91 9745957595	ajiljaison64@gmail.com	SCMS School of Engineering and Technology	Select
23822271	Milna James	+91 7594024669	jamesmilna22@gmail.com	SCMS School of Engineering and Technology	Select
23829556	Ardra Nair	+91 8086278731	ardra.souparnika@gmail.com	SCMS School of Engineering & Technology	Select
23822275	Anzu Merin John	+91 7902630344	amerinjohn@gmail.com	SCMS School of Engineering and Technology	Select
23819621	Rahul K R	+91 8075275443	rahulkr390@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Reject
23801419	Ananya Rajesh	+91 9747943749	ananyarajesh33@gmail.com	Recruitment Venue	Select
23803896	Shimil K Eldose	+91 9645842346	shimilkeldose05@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	No Show
23824324	Neal A Vinod	+91 7902539459	nealvinod7@gmail.com	SCMS School of Engineering and Technology	Select
23801362	Jayesh Mohan	+91 9645941667	jayeshmohan0@gmail.com	SCMS engineering collage ernakulam	Select
23821808	Gokul G Nadh	+91 9745635835	iamgokulgnadh@gmail.com	SCMS School of Engineering and Technology	Select
23819612	Maneesh Krishna M	+91 8281692433	maneeshappus@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Select
23819510	Rithwik S Menon	+91 7012715036	rithwikmenons@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Reject
23803837	Aravind J	+91 9496102309	aravindtekkot@gmail.com	SCMS School Of Engineering And Technology	Select
23818040	Fathimathul Kibthiya	+91 9188057209	fathimathulkibthiya@gmail.com	SCMS School of Engineering and Technology, Ernakulam	Reject
23820739	Vishnu Gopidas	+91 9400615915	vishnugopidas12@gmail.com	SCMS School of Engineering and Technology	Reject
23820241	Aishwarya Nandakumaravarma	+91 9400835315	varmaaishwarya3@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Select
23822760	Aswathy Gopalakrishnan	+91 8281343599	gitugp98@gmail.com	SCMS School of Engineering and Technology	Reject
23812524	Denny Jose C	+91 9446410071	dennycjose@gmail.com	SCMS School of Engineering and Teachnology	Reject
23812142	Vishnu Unnikrishnan	+91 8826180980	vishnuabl2@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Select
23818239	Geetika Gopinath	+91 8547022378	geetikagopinath99@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	Reject
23825089	Sarath Sajan	+91 7907498200	sarathsajan1998@gmail.com	SCMS School of Engineering and Technology	No Show

Warm regards,



sset last name <sset@scmsgroup.org>

Suyati Technologies on campus Drive for 2021 batch from Pentagon Space Pvt Ltd Bangalore

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Sat, Jun 19, 2021 at 9:04 PM

Please sent to students non-placed and only one offer in 2021 CS,ECE,EEE (sutherland students also) Students can register in the link

Dear Placement Officer,
Greetings from Pentagon Space Pvt. Ltd
Trust you and your family are doing well.

Pentagon Space is a company that offers varied programs and courses for students and working professionals to succeed in their careers by upskilling their tech skills with niche technologies. We at Pentagon Space train our students in multitudinous aspects of future technologies such as Global Unified Artificial Intelligence, Machine Learning Engineer, Python Full Stack, Big Data and Java Full Stack. Pentagon Space has been founded to address the issues of technological drift that requires upskilling of Graduates and Working Professionals. At the same time, we aim at reaching out to all the tech enthusiasts in making high-end technology available at an affordable price. The vision, mission and goal of the company is oriented towards delivering the niche technologies to "Master The Future".

As per our discussion, it's our privilege to host an on campus drive for our reputed Client **Suyati Technologies- 2021 batch any 1 day next week**. Below are the drive details and JD.

Company name :Suyati Technologies

Job location : Kochi

Interview Location : Virtual

Job Role : Software engineering Trainee

Salary : 15k for 3months after that 3LPA

Qualification: BE/BTech

Branch : Strictly for CS / IS / IT / EEE / ECE

Yop: Only for 2021

Backlogs : No active backlogs allowed

Service agreement : 2years

Criteria : 10th and 12th 60 ,Degree 60

Skill : Good aptitude and programming skills

Interview process : 1 round online aptitude test 60min 60 questions combination of both General aptitude and Basics of C

Registration link : <https://bit.ly/3wGnkan>

Students who clear the interview process will be receiving a letter of intent from Suyati Technologies and should undergo 35 days dedicated training on dot net profile @ Pentagon Space. Post training there will be a technical round followed by Hr round from Suyati Technologies.

Note : This is purely a zero cost process and there will be no commercials involved in hiring / during , after training / and even after onboarding to Suyati Technologies.

--
Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
Series Editor - IEEE Communications Standards Magazine
Technical Editor - Computer Communications Journal, Elsevier
Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter

SSSET <sset@scmsgroup.org>

Sun, Jun 20, 2021 at 10:55 AM

To: Aswin Remesh <aswinremeshch1@gmail.com>, Pooja Suresh <poojaspisharady@gmail.com>, Aaromal sujith <aaromalsujith01@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, agney.saidas7@gmail.com, ahalyabaiju542@gmail.com, ajserkt@gmail.com, AKASH NAMBIAR <akashmayoogham@gmail.com>, Akhil Paul <akhilthomaspaull@gmail.com>, alentbaburaj145@gmail.com, Alvin Jose <ajalvin007@gmail.com>, anaghakj1999@gmail.com, ANN AKKARA <annjakkara@gmail.com>, amerinjohn@gmail.com, Ardra Nair <ardra.souparnika@gmail.com>, arjun suresh <arjunsuresh1999@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, "Ashik. Mathew" <ashik.mathew.pjm@gmail.com>, mr ashil <ashilkb584@gmail.com>, dheeshnamd4u@gmail.com, veeyae stores <veeyaestores@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, k4krishnanath@gmail.com, maneesh krishna <maneeshhappus@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerceevee@gmail.com, nealvinod7@gmail.com, Premkrishna Sujit <prem.kitchu@gmail.com>, rahulkr390@gmail.com, Kannan TH <kannanth97@gmail.com>, robin abraham <abraham28rob@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, sneha nambiar <snehanambiarrockz@gmail.com>, Zohan james <sohanjames33@gmail.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Vikhnesh Krishna <vikhneshkrishna@gmail.com>, vichu.tycoon007@gmail.com, vinaydeo1999@gmail.com, vinaystephen1@gmail.com, vinilvarghesethecr7@gmail.com, vishnugopidas12@gmail.com, vishnu787vp@gmail.com, dennycjose@gmail.com, honeymanoj76@gmail.com, varmaishwarya3@gmail.com, amalpod1999@gmail.com, amalposeidon@gmail.com, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, aravinditekkot@gmail.com, ardraanil@gmail.com, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com, athulyakt69@gmail.com, dilukp1997@gmail.com, kipthiyasharief@gmail.com, geetikagopinath99@gmail.com, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, vpriyasajeevkumar@gmail.com, lakshmisree2244@gmail.com, tejasjc99@gmail.com, jomelthomas007@gmail.com, abishekjose1@gmail.com, akshay007ajith@gmail.com, amaldevmlal4@gmail.com, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anjali99vinod@gmail.com, christinthaanna06@gmail.com, aswinscorpion@gmail.com, aswinshaji1141@gmail.com, atulvenu666@gmail.com, elvintheakkanath@gmail.com, fathimaHussain24@gmail.com, iamgokulgnadh@gmail.com, harikrishnamg97@gmail.com, harikrishnanveluthattu@gmail.com, harithababu1998@gmail.com, jayeshmohan0@gmail.com, josephbabum1999@gmail.com, manulaby1999@gmail.com, rizanmohd234@gmail.com, mohammedawaz22@gmail.com, nakashfz19@gmail.com, rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, sai1079ofz@gmail.com, shibinmadathingal1998@gmail.com, shiyasshamz@gmail.com, shojojohnson18@gmail.com, sreelalm1999@gmail.com, tritinthomas@gmail.com, vishnuabl2@gmail.com, ayeeshwanand@gmail.com, Agatha Aji <agathaaji99@gmail.com>, nimishamanoj033@gmail.com, rosemolbiju15@gmail.com, Varun S nair <varunsnair99@gmail.com>, aksharakrajesh7@gmail.com, Arshik Antony <01antony.arshik@gmail.com>, Roshan Prasad <roshanp60@gmail.com>, Bestin Antu <bestinantunps@gmail.com>, Sayooj Suresh <sayoojsuresh.suresh6@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, anupa sebastian <anupasebastian1998@gmail.com>, Arundhathi A <arundhathiaa@gmail.com>, Anandharam S <aanandharam@gmail.com>, Anirudh Sasi <anirudhsasi60@gmail.com>, ajuzman65@gmail.com, Ashby Babu <ashby512881@gmail.com>, Aswin Anand <aswinachummu@gmail.com>, devzz <devika.99245@gmail.com>, Jithin George <jithinnetticadan@hotmail.com>, NIVEDYA K P <nivedyakp1999@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, Saeed Basheer

9/3/2021

SCMS Group of Institutions Mail - Suyati Technologies on campus Drive for 2021 batch from Pentagon Space Pvt Ltd Bangalore

<saeedvbasheer@gmail.com>, Sarath Aravind <asarath36@gmail.com>, Simon Saju <simonsaju1@gmail.com>, JANET JOBY <janetjobyc@gmail.com>, Misha George <jishamisha@gmail.com>, Jithin Michael <jithujesu@gmail.com>, Sumayya Suhail <anzam.suhail4321@gmail.com>, SONA PETER <sonachikku2000@gmail.com>, Gopika Manoj <gopikaarelilgm@gmail.com>, jamesmilna22@gmail.com

[Quoted text hidden]

Alvin Jose <ajalvin007@gmail.com>
To: SSET <sset@scmsgroup.org>

Tue, Aug 17, 2021 at 12:27 PM

[Quoted text hidden]

Your Name	Contact Number(Whats app)	Contact Number(On Call)
ANANYA RAJESH	8921283745	9747943749
Athira S Kumar	8606815379	9207615379
RAHUL K R	9526723470	8075275443
JYOTHIMOL K S	9645642873	9645642873
Alvin Jose	9747677576	9747677576
Muhammed Ilyas M.A	9048603721	9048603721
Arun Varghese	8078518723	8078518723
Shojo Johnson	9961914931	9961914931
Agney Saldas	8129131162	8129131162
Anitta Shaji	8078941825	8078941825
ASHNA SUSAN SAJI	9746909261	9746909261
Sandra Aliyas	7994407828	7994407828
Sandra Ann Jose	9496655963	9496655963
MANEESH KRISHNA M	8281692433	8281692433
Rahul Sathyan	7907890610	7907890610
Ajser Jumanudheen K T P	9.19809E+11	9.19809E+11
Justin Joseph	9072832470	9072832470
Nimmy Ann Nelson	8921067063	8921067063
Ashal M Joshy	7356480234	7356480234
SNEHA V P	7034905369	7034905369
Varsha B	7902715145	7902715145
NITHIN K V	9746134092	9746134092
Arya Vijayan	8281726013	8281726013
Ann Mariya Santhosh	9747642835	9747642835
Gokul G Nadh	9745635835	9745635835
Anjali K Saji	8078290065	8078290065
Mikhil Lal	9746992123	9746992123
Malavika R	7994514113	7994514113
Aisha Mehrin C T	8606004841	8606004841
Fiona Albert	9567478775	9567478775
Gourinandana N	9447242771	9447242771
Saraswathy S Nair	9074277160	9074277160
Krishna Madhusoodhanan	9.18114E+11	9.18114E+11
Ashna Baby	8111833150	8111833150
Lakshmipriya B	9495592205	9495592205
Abin Sojan	9074001834	8606975205
Tejas cj	8075797056	8075797056
Ansona Andrews	9744000438	9744000438
Sruthy Varghese	7907595477	7907595477
Aparna N Kartha	9497275338	9497275338
Helna Eldho	8078310372	8078310372
Ananthu Rajendran	8086525953	6238473587
Anjith P N	9656364865	6282001983

Ashifa yusafali AV	9645705015	9645705015
MEGHA SUNIL	8547415133	9061436571
Anjali v s	9744383519	9744383519
Aneena Shaji	6282179358	6282179358
GEETIKA GOPINATH	8547022378	9188072378
GAUTHAM M SANKAR	9526657032	9526657032
Swetha s nair	9.18922E+11	8921676150
Vishnu K R	9539572308	9539572308
Ananya Tresa Augustine	7573094964	7573094964
Femy Rose Paul	8078246347	8078246347
Aysha Dilna D.A	9567438118	9567438118
Subin Babu	7561098975	8075212256
Asna Yusafali	7356167745	7356167745
Krishnapriya pp	9061332319	9061332319
Anagha Gopi	9074796278	9074796278
Vishnuprasad r	8547746823	8547746823
Anjana M L	9048904004	8848609172
Anna Isabel John	8848398413	8848398413
Ansu mariam Kuruvilla	9496743246	9496743246
Arsha Paulose	7510343647	7510343647
Helna Skaria	9207573860	9207573860
Lakshmi S Kumar	8078740511	9961674097
Sreehari Prasad	7902339303	7902339303
SHIMIL K ELDOSE	9645842346	9645842346
Norin George	9207057626	9207057626
Athul Aravind K	9656362016	9656362016
Maya Thampi	8547783061	8086224932
Vishnu Gopidas	9400615915	9400615915
Ansu George	9207895142	9207895142
Megha Sarah Ajay	9188055874	9188055874
Alby Johnson	8078520300	8078520300
Vismaya N S	8848180138	8848180138
Abhisha Mathew	9.18079E+11	9.18079E+11
Smera S	8078232313	8078232313
Anakha J Nair	8129549277	9526826019
TESLIYA SHAJI	9207640722	9207640722
Arun Tomy	9400382269	9400382269
Sanekamol Saji	8921399580	8921399580
VISHAL V KURUP	7907625564	7034461699
Chanjal Thomas	8078746659	8078746659
Jess Mathew	7909221611	7909221611
Aswin K Kumar	9562973858	9562973858
AKZA C VARGHESE	9995172143	9995172143
Aishwarya Nandakumaravarm	9400835315	9400835315
Amrutha Satheesh	7306884817	7306884817
Anu Anna Judson	9207510574	9207510574
Sona Aravindan	9961916932	9961916932

Tincy Maria Thomas	8075512879	8075512879
SIDHARTH K DINESAN	9.19401E+11	9400642039
JERIN JACOB ALIAS	9496406077	9496406077
Alan Sebastian	9447180417	9447180417
Sameena S	8589063664	9744571741
ANN MARIYA JOJO	9847827539	9847827539
Darwin Cabral	9895450507	9895450507
Anjali P	9207615035	8590988671
Herald K Martin	8137859636	8921387392
BASIL SAJI	8281637895	8281637895
Aleena Varghese	9947059198	9947059198
Archana N R	9446325370	9744083893
ROSE MARY BENEDICT	9747201658	8304928547
Vysakh V Namboothiri	8156861624	8156861624
Tony Jojo	8301907904	7012674562
Boney M Varghese	9.19061E+11	9.19061E+11
Gayathri V	8921873799	8921873799
Rahul Johny	8943625599	8943625599
Sangeeth Surendran	8281990844	9544173284
Justin Reji	7902795161	7902795161

Enter College Full Name	Degree University	College Studied Location	Graduation Year of Pass out
SCMS college of engineering	BTECH	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	ERNAKULAM	2021
St.Gits College of Engineering	APJ Abdul Kalam Technological University	KOTTAYAM	2021
SCMS college of engineering	APJ Abdul Kalam Technological University	Karukutty,	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	Apj abdul kalam technological university	Ernakulam	2021
SCMS college of engineering	KTU	ERNAKULAM	2021
SCMS college of engineering	APJ Abdul Kalam Kerala Technological University	Kannur	2021
Viswajyothy College of Engineering.	KTU	Vazhakulam	2021
St.Gits College of Engineering	Kerala Technological university	kottayam	2021
Viswajyothy College of Engineering.	KTU	Vazhakulam	2021
Baselios Mathews II College of Engineering, Kerala	APJ Abdul kalam technical university	Kollam	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Ernakulam	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Vazhakulam	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Ernakulam	2021
Albertian Institute of Science & Technology	APJ Abdul Kalam Technological University	Ernakulam	2021
Viswajyothy College of Engineering.	Kerala Technological University	Ernakulam	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	ERNAKULAM	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
MGM college of Engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	PAMPAKU	2021
Albertian Institute of Science & Technology	APJ Abdul Kalam Technological University	kalamassery	2021
Viswajyothy College of Engineering.	Kerala Technological University	Vazhakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady,Ern	2021
SCMS college of engineering	APJ Abdul Kalam Technological University	Angamaly	2021
Muthoot Institute of Technology	KTU	Ernakulam	2021
Muthoot Institute of Technology	A P J Abdul Kalam Technological University	Ernakulam	2021
Rajagiri School of Engineering & Technology	KTU	Kakkanad	2021
Adi Shankara Institute of Engineering and Technology	Kerala technical university	Kalady	2021
Toch Engineering College	APJ Abdul Kalam Technological University	Cochin	2021
Viswajyothy College of Engineering.	A P J Abdul Kalam Technological University	Vazhakulam	2021
Viswajyothy College of Engineering.	KTU	Vazhakulam	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Technological University	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	vazhakulam	2021
St.Gits College of Engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	KOTTAYAM	2021
SCMS college of engineering	APJ Abdul Kalam University	Ernakulam	2021
Toch Engineering College	Kerala Technological University	Ernakulam	2021
Viswajyothy College of Engineering.	A P J Abdul Kalam Technological University	Vazhakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady, Ern	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Vazhakulam	2021
St.Gits College of Engineering	A P J Abdul Kalam technological university	Kottayam	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Muvattupuzha	2021

Rajagiri School of Engineering & Technology	APJ Abdul Kalam university	Ernamkula	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdulkalam technical un	Kalady, Err	2021
Baselios Mathews II College of Engineering, Kerala	KTU	Sasthamco	2021
MBITS Engineering College	APJ Abdul Kalam Technologi	Kothamang	2021
SCMS college of engineering	APJ ABDUL KALAM TECHNOI	ERNAKULA	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technologi	Ernakulam	2021
MGM college of Engineering	Kerala technical University	Pampakud	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
Albertian Institute of Science & Technology	APJ Abdul Kalam Technologi	Kalamasse	2021
Rajagiri School of Engineering & Technology	Abdul kalam Technological U	Kakkanad,	2021
Muthoot Institute of Technology	APJ Abdul Kalam Technologi	Ernakulam	2021
Amal Jyothi College of Engineering	Kerala Technological univers	Kanjirappa	2021
Rajagiri School of Engineering & Technology	Ktu	Kochi	2021
MGM college of Engineering	Ktu	Pambakud	2021
Muthoot Institute of Technology	KTU	Varikoli	2021
SCMS college of engineering	APJ Abdul Kalam Technologi	Ernakulam	2021
MGM college of Engineering	APJ Abdul Kalam Technologi	Pampakud	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
St.Gits College of Engineering	Ktu	Kottayam	2021
Viswajyothy College of Engineering.	B.Tech	Vazhakula	2021
MBITS Engineering College	APJ ABDUL KALAM TECHNOI	NELLIMAT	2021
Toch Engineering College	APJ ABDUL KALAM UNIVERS	Arakkunna	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
SCMS college of engineering	KTU	ANGAMAL	2021
Muthoot Institute of Technology	KTU	Varikoli	2021
Baselios Mathews II College of Engineering, Kerala	KTU	Kollam	2021
Baselios Mathews II College of Engineering, Kerala	APJ Abdul Kalam technolog	Sasthamco	2021
SCMS college of engineering	APJ Kerala Technological Un	Karukutty,	2021
Toch Engineering College	A P J Abdul Kalam Technolog	Arakkunna	2021
St.Gits College of Engineering	KTU	Kottayam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Mattor, Ka	2021
Rajagiri School of Engineering & Technology	APJ ABDUL KALAM UNIVERS	Kochi	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Technical U	Kochi	2021
Rajagiri School of Engineering & Technology	APJ Abdul kalam technolog	Ernakulam	2021
St.Gits College of Engineering	APJ Abdul Kalam Technologi	Kottayam	2021
Viswajyothy College of Engineering.	APJ ABDUL KALAM TECHNOI	Muvattupu	2021
Rajagiri School of Engineering & Technology	Btech	Kakanad	2021
Amal Jyothi College of Engineering	APJ Abdul Kalam Technologi	Kanjirapall	2021
Muthoot Institute of Technology	APJ Abdul Kalam Technologi	ERNAKULA	2021
Muthoot Institute of Technology	APJ Abdul Kalam Technologi	Puthencruz	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam University	VAZHAKUL	2021
Amal Jyothi College of Engineering	APJ Abdul Kalam Technologi	Kottayam	2021
Baselios Mathews II College of Engineering, Kerala	Abdul Kalam Technological U	Kollam	2021
SCMS college of engineering	APJ Abdul kalam Technologi	SCMS SCH	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technologi	Vazhakula	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam technolog	Kalady	2021
Toch Engineering College	APJ Abdul Kalam Technologi	Mulanthur	2021

Rajagiri School of Engineering & Technology	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Ernakulam	2021
MBITS Engineering College	APJ Abdul Kalam Technological University	Nellimattoor	2021
ToCH Engineering College	KTU	ARAKKUNANGAL	2021
Viswajyothy College of Engineering.	Ktu	Muvattupuzha	2021
Albertian Institute of Science & Technology	A P J Abdul Kalam Technological University	Kochin	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Technological University	ERNAKULAM	2021
Rajagiri School of Engineering & Technology	APJ Abdul Kalam Kerala Technological University	Kakkanad	2021
MGM college of Engineering	KTU	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady	2021
MGM college of Engineering	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	PAMPAKU	2021
Adi Shankara Institute of Engineering and Technology	APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY	Kalady	2021
Adi Shankara Institute of Engineering and Technology	KTU	Kalady, Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Kerala Technological University	Kochi	2021
Viswajyothy College of Engineering.	APJ Abdul Kalam Technological University	Muvattupuzha	2021
Albertian Institute of Science & Technology	B.Tech	Kochi	2021
SCMS college of engineering	APJ Abdul Kalam Technological University	Ernakulam	2021
Adi Shankara Institute of Engineering and Technology	APJ Abdul Kalam Technological University	Kalady	2021
Rajagiri School of Engineering & Technology	Kerala Technological University	Kakkanad,	2021
Amal Jyothi College of Engineering	APJ Abdul Kalam Technological University	Kanjirapalli	2021

OFFER LETTER
(Personal & Confidential)

Dear Gokul G Nadh,

This letter will memorialize the terms of your employment by Emvigo Technologies Private Limited (hereinafter referred to as the Company or Emvigo) as **Technology Analyst Level-1**. Your employment is contingent on your ability to furnish employment eligibility documentation as required by law. We look forward to your joining us and helping us grow the Company's business!

The terms of your employment are as follows:

Start Date: 2 August 2021

Salary: Your starting compensation during the initial 3 months of training period will be **Rs 8,000/- per month**. During on job training period (starting from fourth month), your compensation will be increased to **Rs 10,000/- per month**. And upon successful completion of probation period, you will be made permanent and will be eligible for salary revision based on your performance and in compliance with the Company norms with respect to your Designation.

Probation period: Your Probation period will be for **6 months** starting from the date of joining which may be reduced or extended, if considered necessary by the Company, at its discretion or based upon your overall performance during the probation period. At any point during this period if your performance is found extremely below standards, the management is free to terminate your employment by giving one (1) month notice or salary in lieu of such notice. If you decide to leave the Company during probation period, you need to serve 45 days notice or salary in lieu of such notice, unless otherwise agreed mutually, the Company is not entitled to give any salary or any other employee benefits thereof on such arrangements. However, If the Company incurs loss in any manner on account of your such leaving without serving the 45 days-notice period, you will be liable to compensate the Company on the loss incurred and such loss calculated by the Company among other factors, will also include the amount spent by the Company towards your training cost and also any loss of reputation or business or clients or monetary loss to the Company on account of your abrupt leaving. In such cases, the Company in addition to all other available remedies shall be entitled to proceed against you legally for breach of trust, damages and any appropriate remedy as the Company thinks fit.

Leave and Working Hours: You will be entitled to leave as per company HR POLICY and will observe the working hours as may be applicable to your category of employees and location of posting.

Fulfillment Obligation: Any cash bonuses or other expenses paid prior to normal salary periods are recoverable by the Company for the first 90 days of employment should you terminate your employment without cause.

EMVIGO TECHNOLOGIES (P) LTD.

4th Floor | Finance Towers | Banerji Road
RBI Junction | Kaloor | Ernakulam - 682017

+91 7025011144, contact@emvigotech.com | www.emvigotech.com

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Confidentiality and Invention Assignment: Your employment is conditioned upon your execution of Confidentiality and Invention Assignment Agreements and agreement to abide by the terms and conditions of those Agreements. Failure to abide by the terms of the Agreements may result in your dismissal, and you are subject to their terms even after the termination of your employment.

Transfer & Relocation: You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, establishment, factory or branch of the company or its affiliate, associate or subsidiary companies. In such case, you will be governed by the terms and conditions of service applicable to the new assignment and before such formulation of terms and conditions with respect to the new assignment, you will be subject to the same terms as outlined in this Offer Letter.

Non-Compete: You agree that during the term of your employment and for further period of 12 (twelve) calendar months after separation from the Company, for whatever reasons, you shall not carry on or engage in directly or indirectly in any business which competes directly or indirectly with any or all the business pursued by the Company in any territory, whether in India or Overseas, at the relevant point of time or proposed to be pursued by the Company in the immediate future, in respect of which proposal you were aware of or likely to be aware of considering the nature of your duties (Restricted Business), other than through the Company.

Non-Solicitation of Customers: You agree that during the term of your employment and for a further period of 24 (twenty-four) calendar months after separation from the Company, for whatever reasons, you shall not directly or indirectly, irrespective of whether the relationship between the Company and a customer was originally established in whole or in part through your efforts; (i) solicit any Restricted Business from any customer; (ii) persuade any existing or prospective customer to cease doing Restricted Business with the Company; (iii) reduce the amount of Restricted Business which any customer has customarily done or might propose doing with the Company.

Non-Solicitation and Non-Hire of Company Employees: You agree that during the term of your employment and a further period of 24 (twenty-four) calendar months after separation from the Company, for whatever reasons, you shall not either directly or indirectly solicit or entice away or endeavor to solicit or to entice away or assist any other Person to solicit or hire or entice away from the Company, any Company employee.

Term: Your employment may be terminated for cause by the Company with immediate effect at any time. No salary or allowances will be paid for any period if you are terminated for cause.

"Employee Agreements and Indemnity Bond For Service": To protect the interests of the Company, you will need to sign the Company's standard Terms & Conditions of Employment (attached as Exhibit A), invention assignment agreement, HR Policy, Confidentiality Agreement and conflict of interest agreement (collectively, the "Employee Agreements") and an Indemnity Bond for Service, as a condition of your employment. You represent that you're signing of this offer letter, the Employee Agreements and the Indemnity Bond for Service and your commencement of employment with the Company will not breach any agreement currently in place between yourself and current or past employers.

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RBI Junction | Kaloor | Ernakulam - 682017

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Joining process

The copies of the following documents shall be submitted by an employee on the date of joining:

- Proof of age (birth certificate/school leaving certificate/passport copy);
- Passport size photos – 1 no and one soft copy
- Original Educational and other qualification certificates + One set photocopy;
- PAN card copy
- Acknowledgment of receipt of the HR Policies and Code of Conduct guidelines;
- Aadhaar card copy

Please carry the originals of all the documents mentioned above. Original to be retained by the employee; and one signed copy to be handed over to Company by the employee (for the Employee file).

Salary Structure:

NAME : GOKUL G NADH		DESIGNATION : TECHNOLOGY ANALYST LEVEL - 1		
Basic	3,200.00	Employee Deductions	PF Employee Contribution	-
DA	1,200.00		ESI Employee Contribution	-
HRA	2,400.00		WWF Employee Contribution	-
Other Allowances	1,200.00		TDS	-
			Professional Tax	-
Gross Salary	8,000.00	Total Deductions		-
Net Salary	8,000.00	Employer Contributions	EPF Employer Contribution	-
			ESI Employer Contribution	-
			WWF Employer Contribution	-
			Medical Insurance	-
Annual CTC	96,000.00	Total Contributions		-

Please note: You cannot join unless your reference check is complete. So please make sure that you send us the details of your reference [whoever you reported to as an employee or as a student (mandatory)] along with their E-mail Ids to facilitate the process.

Please confirm that this letter sets forth the terms of your employment with the Company by countersigning a copy of this letter below. Your signature below indicates that you fully understand the terms of your employment with the Company and that you enter this Agreement knowingly and of your own accord.

Sincerely,



HR Department



Agreed:

Gokul G Nadh



(Name & Signature)

EMVIGO TECHNOLOGIES (P) LTD.

4th Floor | Finance Towers | Banerji Road
RBI Junction | Kaloor | Ernakulam - 682017

+91 7025011144, contact@emvigotech.com | www.emvigotech.com

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sset last name <sset@scmsgroup.org>

Fwd: Requirement for candidate

3 messages

Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 24, 2021 at 1:08 PM

To: SSET <sset@scmsgroup.org>, "Dr. Varun G Menon" <varunmenon@scmsgroup.org>

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

From: **Jayanand B** <jayanand@scmsgroup.org>

Date: Fri, Sep 24, 2021 at 12:13 PM

Subject: RE: Requirement for candidate

To: <eldho.kuriakose@kurlis.com>, <sreeraj.nair@kurlis.com>

Dear Eldho Sir,

Greetings from SCMS School of Engineering and Technology.

Myself, Jayanand B, has taken charge of the Placement Office from Dr Varun recently.

We express our sincere gratitude for absorbing one of our students into your esteemed organization. Hope that he will be an asset to your organization. We also expect this cooperation in the coming years as well.

We are really thrilled to have a visit to your esteemed organization. Since I belong to the Electrical Engineering Department, I am more interested to know about the processes there. Our faculty members will be coming there for an industrial visit. Kindly let us know about a convenient date and time so that we can meet.

Thanks and Regards,

Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Ernakulam.
Mob 9447442427

Jayanand B <jayanand@scmsgroup.org>

Fri, Oct 8, 2021 at 11:29 AM

To: SSET <sset@scmsgroup.org>

Madam,

PI forward to 2021 ME and EE students.

Regards,

Jayanand B

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

From: <eldho.kuriakose@kurlis.com>

Date: Thu, Oct 7, 2021 at 7:36 PM

Subject: RE: Requirement for candidate

To: Jayanand B <jayanand@scmsgroup.org>, <sreeraj.nair@kurlis.com>

Dear Sir,

Thanking for the courtesy shown to visit Kurlis. We have two vacancies, One for a Mechanical Engineer, and other for an Electrical Engineer.

The role of the engineer is to

- 1)Manage production to meet the targets.
- 2)Resolve issues in the high speed production machineries,
- 3)Maintenance activities
- 4)Soft skills
- 5)Product development
- 6)Handling customer complaints

Kindly request to share the resumes of interested candidates, to schedule the interview on 11th Monday.

Regards,

Eldho Kuriakose

KURLIS

Mob: +91 7034669644

From: Jayanand B <jayanand@scmsgroup.org>
Sent: 24 September 2021 12:14
To: eldho.kuriakose@kurlis.com; sreeraj.nair@kurlis.com
Subject: RE: Requirement for candidate

Dear Eldho Sir,

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org> Wed, Oct 27, 2021 at 1:00 PM
To: SSET <sset@scmsgroup.org>, priyavenugopal@scmsgroup.org, BEENA PUTHILLATH <beena@scmsgroup.org>

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

From: <eldho.kuriakose@kurlis.com>
Date: Wed, Oct 27, 2021 at 12:37 PM
Subject: RE: Requirement for candidate
To: Jayanand B <jayanand@scmsgroup.org>
Cc: <sreeraj.nair@kurlis.com>, Dr. Varun G Menon <varunmenon@scmsgroup.org>

Dear Sir,

Thank you for sending the best students of SCMS to KURLIS. We have absorbed two candidates(resume attached).

Training has been started for Jayesh at APTIV plant(in SRS airbag assembly line) and Kiran will deputed to Chennai to start training on 08th Nov in service support of Swiss machineries used globally..

They will be working on their core domains.

Regards,

Eldho Kuriakose

[KURLIS](#)

Mob: +91 7034669644

From: Jayanand B <jayanand@scmsgroup.org>
Sent: 09 October 2021 13:02
To: eldho.kuriakose@kurlis.com
Cc: sreeraj.nair@kurlis.com
Subject: Re: Requirement for candidate

Sir,

Please find the attached resume of ME/EE students from SSET for recruitment.

Thanks & Regards,

Jayanand B

[Quoted text hidden]

2 attachments



Jayesh Mohan_resume_2021.pdf
166K



Kiran John_resume_2021.pdf
117K



sset last name <sset@scmsgroup.org>

CareerNet PeP 2021 Assessment Progress - Hexaware Technologies

2 messages

Rahul Kohily (CareerNet) <rahul.kohily@careernet.co.in>

To: Varun Menon G <varunmenon@scmsgroup.org>, SSET <sset@scmsgroup.org>

Dear Sir,

Greetings from CareerNet Consulting!

Wish for you and everyone around you to be in Best of your Health!

We would like to let you know that basis the performance of candidates in **PeP** test, we did processed them for **Hexaware Technologies**, where the Interested and Eligible Candidat their consent went through a Communication Test.

The list below has the names whom we approached for **Hexaware Technologies** and the last column reflects the name of the Candidates who are currently under Virtual Interview . Rest all being blank means - Not Cleared the Rounds / Candidate Not Interested for the Opportunity.

Candidate Id	Candidate Name	Gender	Primary Email	Bachelor College	Bachelor Degree	Bachelor branch
2891788	Joseph Babu	Male	josephbabum1999@gmail.com	SCMSSET Ernakulam - SCMS School of Engineering and Technology - Ernakulam	B.Tech	Electrical and Electronic
2889699	Elvin T G	Male	elvinthekkanath@gmail.com	SCMSSET Ernakulam - SCMS School of Engineering and Technology - Ernakulam	B.Tech	Electrical and Electronic
2896166	Denny Jose C	Male	dennycjose@gmail.com	SCMSSET Ernakulam - SCMS School of Engineering and Technology - Ernakulam	B.Tech	Electronics and Commu
2896189	Geetika Gopinath	Female	geetikagopinath99@gmail.com	SCMSSET Ernakulam - SCMS School of Engineering and Technology - Ernakulam	B.Tech	Electronics and Commu
2896248	Anjana K Saju	Female	anjanaksaju97@gmail.com	SCMSSET Ernakulam - SCMS School of Engineering and Technology - Ernakulam	B.Tech	Electronics and Commu

--

Thanks and Regards,
Rahul Kohily
CareerNet Pvt Ltd
7703860169

Email id: rahul.kohily@careernet.co.in/ pep@careernet.co.in



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SSET <sset@scmsgroup.org>

To: Varun Menon G <varunmenon@scmsgroup.org>, jayanand@scmsgroup.org

Tue, Jul 6, 2021 at 6:23 PM

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Register for : CareerNet Nationwide Campus Talent Benchmarking Test

4 messages

SSET <sset@scmsgroup.org>

Wed, Feb 24, 2021 at 11:49 AM

Bcc: Aaromal sujith <aaromalsujith01@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, agney.saidas7@gmail.com, ahalyabaiju542@gmail.com, ajsertkp@gmail.com, AKASH NAMBIAR <akashmayoogham@gmail.com>, Akhil Paul <akhilthomaspaal@gmail.com>, alentbaburaj145@gmail.com, Alvin Jose <ajalvin007@gmail.com>, anaghakj1999@gmail.com, ANN AKKARA <annakkara@gmail.com>, amerinjohn@gmail.com, Ardra Nair <ardra.souparnika@gmail.com>, arjun suresh <arjunsuresh1999@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, "Ashik. Mathew" <ashik.mathew.pjm@gmail.com>, mr ashil <ashilkb584@gmail.com>, Aswin Remesh <aswinremeshch1@gmail.com>, dheeshnamd4u@gmail.com, Divya Sabu <divya13499@gmail.com>, veeyae stores <veeyae stores@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, Aditya Manoj <adityamnj@gmail.com>, k4krishnanath@gmail.com, maneesh krishna <maneeshappus@gmail.com>, jamesmilna22@gmail.com, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerceevee@gmail.com, nealvinod7@gmail.com, nimishamanoj033@gmail.com, Pooja Suresh <poojaspisharady@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, rahulkr390@gmail.com, Kannan TH <kannanth97@gmail.com>, robin abraham <abraham28rob@gmail.com>, rosemolbju15@gmail.com, Sarath Amay Nair <sarathnair30@outlook.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, sneha nambiar <snehanambiarrockz@gmail.com>, Zohan james <sohanjames33@gmail.com>, Sreeraj baburaj <brsreerajr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, thomasvilagadan1998@gmail.com, Varun S nair <varunsnair99@gmail.com>, Vikhnesh Krishna <vikhneshkrishna@gmail.com>, Vikhnesh Krishna <vichu.tycoon007@gmail.com>, vinaydeo1999@gmail.com, Vinay Stephen <vinaystephen1@gmail.com>, Vinil Varghese <vinilvarghesethcr7@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>, Vishnu Prasad <vishnu787vp@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, varmaashwarya3@gmail.com, dO Or DiE <amalpod1999@gmail.com>, Amal Ashwin <amalposeidon@gmail.com>, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, aravinditekkot@gmail.com, Ardra Anil <ardraanil@gmail.com>, asishashok98@gmail.com, Aswathy Gopalakrishnan <achuashy@gmail.com>, tsathira2112@gmail.com, athulyakt69@gmail.com, dennycjose@gmail.com, dilukp1997@gmail.com, kipthiyasharif@gmail.com, geetikagopinath99@gmail.com, Honey Manoj <honeymanoj76@gmail.com>, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, Vishnu priya Sajeevkumar <vpriyasajeevkumar@gmail.com>, lakshmisree2244@gmail.com, tejas cj <tejasjc99@gmail.com>, jomeltthomas007@gmail.com, abishek jose <abishekjose1@gmail.com>, Akshay Ajith <akshay007ajith@gmail.com>, amaldevmlal4@gmail.com, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anjali99vinod@gmail.com, anna christintha <christinthaanna06@gmail.com>, Aswin S Kumar <aswinscorpion@gmail.com>, aswinshaji1141@gmail.com, atulvenu666@gmail.com, bharath kr <bharathkadungoth@gmail.com>, Elvin George <elvinthekkanath@gmail.com>, Fathima Hussain <fathimaHussain24@gmail.com>, iamgokulgadnath@gmail.com, harikrishnamg97@gmail.com, Harikrishnan Veluthattu <harikrishnanveluthattu@gmail.com>, harithababu1998@gmail.com, jayesh mohan <jayeshmohan0@gmail.com>, josephbabum1999@gmail.com, manulaby1999@gmail.com, munna rizan <rizanmohd234@gmail.com>, mohammedawaz22@gmail.com, nakashfz19@gmail.com, rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, sai1079ofz@gmail.com, shibin M S <shibinmadathingal1998@gmail.com>, Shiyas Shams <shiyasshamz@gmail.com>, Shojjo johnson <shojjojohnson18@gmail.com>, sreelalm1999@gmail.com, tritinthomas@gmail.com, Vishnu Unnikrishnan <vishnuabl2@gmail.com>, aishwarya anand <ayeeshwanand@gmail.com>

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

From: **Rahul Kohily (CareerNet)** <rahul.kohily@careernet.co.in>
 Date: Mon, Feb 15, 2021 at 3:11 PM
 Subject: CareerNet Nationwide Campus Talent Benchmarking Test
 To: <varunmenon@scmsgroup.org>, <sset@scmsgroup.org>
 Cc: Pep (CareerNet) <pep@careernet.co.in>

Dear Sujitha Ma'am,

Greetings from CareerNet Consulting!

It was a pleasure talking to you Ma'am and further to brief you about the program, below are the details of engineering:

About CareerNet (www.careernet.co.in)

Established in 1999, CareerNet is the leading provider of Talent Acquisition and Management solutions to the Technology, Knowledge Services, Banking & Financial Services, Hospitality & Healthcare sectors in India.

We are a 1000+ strong group company with our delivery centres based out of Bangalore, Chennai, Hyderabad, Delhi NCR, Mumbai and Pune servicing clients PAN India. The leadership team has several decades of collective experience working for global services and consulting firms and are alumni of premier educational institutions in India.

CareerNet aims to provide fast, simple and cost-effective solutions for our clients, through strategic advice and solutions in the areas of University Programs & Campus Recruitment, Lateral Hiring, Executive Search, Process Management Services, Assessment Services, Compensation Advisory, Talent Branding, Outplacement & Temporary Staffing.

About PeP: (www.pep.careernet.co.in)

PeP 2021 is a nationwide campus placement program launched by CareerNet Consulting, aims to provide a national benchmark of final year campus talent in India.

PeP helps students to find and achieve the best available opportunities in the industry and attain a successful jumpstart in career after passing out from the campus. We assess the students on basic skills and share the scores with the participating organizations which select prospective students as per their curriculum vitae and the performance in the test. The organizations hail from various domains including IT Services, IT Products, KPO, BFSI, Retail, BPO and so on which provides the students a wider set of domains to start their careers.

PeP 2021 aspires to provide a platform to the student community which facilitates increased campus placement and career counselling avenues. Key highlights include:

- Assessment of over 1,00,000 students from top campuses across India for placement

- Quality career opportunities for more than 20000 students

- PAN India student counselling and awareness sessions

- Participation from over 200 top notch organizations across domains

Best compensation packages offered

Process:



Eligibility Criteria -

- B.E/B.Tech(Computer Science, Information Science, Information Technology, Electronics & Communication, Electrical & Electronics, Electronics & Instrumentation, Telecom) passing out in 2021.
- 60% throughout without any active Backlog.
- CTC Range to be Offered - 3.5 LPA-10 LPA

PeP Registration Link: <https://rb.gy/ddcfma>

Request you to kindly share the link with the eligible candidates and ask them to register so that we can proceed with the further process.

Based on the registrations we can plan for the test date, Sir.

--

Thanks and Regards,
Rahul Kohily
CareerNet Pvt Ltd
7703860169

Email id: rahul.kohily@careernet.co.in/ pep@careernet.co.in



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Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*
Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
Series Editor - IEEE Communications Standards Magazine
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Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Thu, Feb 25, 2021 at 12:22 PM



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The response was:

Letter of Intent

19 July 21

Joseph Babu
SCMSSET Ernakulam - SCMS School of Engineering and Technology - Ernakulam
Ernakulam

Dear Joseph Babu,

We are pleased to inform you that you have been provisionally short-listed for employment as **“Software Engineer Trainee”**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.50 Lac per annum.

You are required to sign a service agreement of 24 Months from the date of joining, in the event of service agreement breach you will be required to pay a sum of Rs. 2 Lac.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick.

You will receive a formal letter of appointment with all the terms and conditions upon joining.

As a token of your acceptance, that you have read and understood this Letter of Intent, please countersign, scan and email the document as your confirmation within a week of receiving this letter to campusconnect@hexaware.com

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com



sset last name <sset@scmsgroup.org>

TCS Campus Hiring - YOP 2021

2 messages

Shibas N P <shibas.np@tcs.com>

Sat, Sep 26, 2020 at 2:22 PM

Cc: Deepthi Damodaran <deepthi.damodaran@tcs.com>, Archana Johnson <archana.johnson1@tcs.com>, Jesto Raphael <jesto.r@tcs.com>

Dear Sir/Madam,

Greetings from TCS!

Trust you and your loved ones are continuing to be safe and in good health.

It is a matter of pride that despite the current unforeseen and unprecedented times, we have been navigating towards our goals by being purpose-driven, resilient and adaptable there by empowering our stakeholders to realize their objectives. We continue to live by our tradition of going the extra mile by responding to the society, our partners, our customers and the employees with utmost commitment.

Continuing with our Innovative spirit, **NQT has taken a new avatar to bring wider opportunities closer to the students and academia.**

This year, TCS Campus Test Process will be administered as part of the **National Qualifier Test (NQT)** conducted by TCS iON, our Official Test Partner. **The NQT Score secured by a student would be considered for the TCS Campus Hiring Process.**

- TCS Campus Hiring for YOP 2021 is open for all Engineering Disciplines B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc.
- Registrations are open on NQT Portal until 17th October 2020 (<https://learning.tcsionhub.in/hub/national-qualifier-test/>) for NQT scheduled on **24th/25th/26th October 2020**
- Students are required to register on NQT Portal to get their Registration Number
- Post registration, students could be batched on any of the above dates for taking up the NQT
- **To be considered for TCS Selection Process, candidates must register at the TCS Next Step Portal (<https://nextstep.tcs.com/campus/#/>), specifying the NQT Registration number**
- After the NQT, TCS Applicants' NQT Score will be taken from TCS iON
- Basis the NQT Score, the shortlisting for next round will be decided
- TCS Applicants' who are toppers from NQT will be further given a chance for TCS Digital Selection Process

Kindly refer the below link for more details.

https://www.tcs.com/careers/TCSCampusHiringYoP2021#section_1

If there are any queries, please feel free to connect with us. We look forward to your continued support and cooperation for a successful and mutually rewarding campus season.

Regards
Shibas

Shibas N.P
Campus Recruitment Lead- Kerala
Tata Consultancy Services
Voip:- 4487215
Phone:- 0484-6187215
Cell:- 9846553333
Mailto: shibas.np@tcs.com
Website: <http://www.tcs.com>

Experience certainty. IT Services
Business Solutions
Consulting

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sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 10, 2021 at 12:39 PM

[Quoted text hidden]



Offer: Computer Consultancy

Ref: TCSL/DT20207146783/Trivandrum

Date: 10/03/2021

Mr. Zaheer Rahim E
Edakkattu Parambil House, NettoorAmbalakadavu Road Nettoor, Maradu,
Near Railway Gate, Nettoor, Ernakulam,
Ernakulam-682040,
Kerala.
Tel# 91-9995109778

Dear Zaheer Rahim E,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/DT20207146783

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Zaheer Rahim E
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Offer: Computer Consultancy

Ref: TCSL/DT20207140261/Trivandrum

Date: 10/03/2021

Mr. Vishnu Vijayaraghavan
"Devi Kripa", Plot Number 84T. K. V Nagar P. O Kurtanellur,
Kuttanellur Bypass,
Thrissur-680014,
Kerala.
Tel# 91-8891360969

Dear Vishnu Vijayaraghavan,

Sub: Letter of Offer

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

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

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

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

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TCSL/DT20207140261

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Indrapark, Kusunnagar PO., Kochi-682 030 India

Tel: 0484 664 9000 Fax: 0484 664 5255 Website: www.tcs.com

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

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



GROSS SALARY SHEET

Annexure 1

Name	Vishnu Vijayaraghavan
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Technology And Management (Mca)

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
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Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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TCSL/DT20207140261

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Indrapark, Kusunagar PO, Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Narimall Building, 6th Floor, Nariman Point, Mumbai 400 021

TCS is a public company listed on the Bombay Stock Exchange (BSE) and the National Stock Exchange (NSE).



sset last name <sset@scmsgroup.org>

Invitation to participate in Infosys Campus Recruitment Program for 2020-21

9 messages

Pon Balaji Sankar <pon.sankar@infosys.com>

Thu, Sep 3, 2020 at 11:50 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun,

Greetings!

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,458 clients in 46 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,39,000+ employees makes this happen.

At Infosys, we have a [signature strategy](#) to help our employees move forward. We enable them to build technology solutions for the future, we ensure their career never stands still, and that we navigate further, together. Through always-on learning options, career opportunities through bridge programs, and training in advanced technologies, we help our people to achieve what they desire the most.

As we begin campus recruitment for 2021 batch of students, we are keen to partner with your institute for Infosys Campus Recruitment Program 2020-21. You are requested to send a confirmation on this mail.

Our campus recruitment program will be conducted online this year. The test process would be a virtual online assessment and the shortlisted students would be required to undergo video interview to assess their technical and behavioral skills.

You are requested to refer to the attached '**Eligibility Criteria**' to identify the eligible students from your institute for our recruitment program.

To nominate students for our recruitment program, kindly share the details of eligible students with us in the attached 'Student Details Sheet' latest by Monday, September 7, 2020.

Please note, our processes are system driven, hence we will not be able to accommodate any changes/additions to this list after the due date.

Kindly share the attached '**Important Instructions for Students**' with the eligible candidates so that they can adhere to the process.

In case of any query, feel free to contact me.

We look forward to a long and successful partnership with you.

Regards,

Pon Balaji

Talent Acquisition

Infosys Limited

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3 attachments



Student data sheet_2021.xls

27K



Important Instructions for Candidates.pdf

474K



Infosys Campus Recruitment Program_Eligibility Criteria.pdf

47K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Sep 4, 2020 at 2:57 PM

[Quoted text hidden]

3 attachments



Student data sheet_2021.xls

27K



Important Instructions for Candidates.pdf

474K



Infosys Campus Recruitment Program_Eligibility Criteria.pdf

47K

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: "Dr. Praveensal C.J." <praveensal@scmsgroup.org>
Cc: Gopakumar S <gopakumars@scmsgroup.org>, SSET <sset@scmsgroup.org>

Fri, Sep 4, 2020 at 9:28 PM

Dear Sir,

We have received the communication from Infosys for conducting the campus placements. I believe the online test and interview would be scheduled after two or three weeks. We have already started training on interview and group discussion which is done personally by me.

It is also very important to give the final training for clearing the aptitude test. The main modules of the training by Konfidence on Quantitative Aptitude, Logical Reasoning, Verbal Ability and the Infosys pattern training are pending.



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment Program: List of students selected for a job offer

5 messages

Pon Balaji Sankar <pon.sankar@infosys.com>

Fri, Dec 18, 2020 at 1:12 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun,

We are delighted to share the list of students from your institute who have successfully cleared the interview round of Infosys Campus Recruitment Program 2020-21. Please refer to the attached excel sheet to see the list.

The results for students who participated in our campus recruitment program but their names are missing from the list will also be shared with you shortly.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

We look forward to a long and successful partnership with you.

Warm regards,

Pon Balaji

Talent Acquisition

Infosys Limited

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 SCMS.xlsx
10K**Pon Balaji Sankar** <pon.sankar@infosys.com>

Fri, Dec 18, 2020 at 2:06 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Dear Prof.,

Please note that RAI is a reject.

Sno	Candidate Name	Candidate Email	Final Status
1	Aswathy Sudhi	aswathypsudhi@gmail.com	Offer
2	Sanju M P	mpsanju123@gmail.com	RAI
3	Rahul Krishnan	vaishnavam.rahul@gmail.com	Offer
4	Shallet T Eldho	shalletmary1999@gmail.com	Offer
5	Nadeem Ahmed V A	vanadeem@gmail.com	Offer
6	Kailasnath R	kailasctla@gmail.com	Offer
7	Manoja E	manojae98@gmail.com	Offer
8	ARSHIK ANTONY	01antony.arshik@gmail.com	Offer
9	Kiran Sanath	32kiransanath.ks@gmail.com	RAI
10	Zaheer Rahim E	zaheerrahime@gmail.com	Offer
11	Febin Jose	febinjosec98@gmail.com	RAI
12	Sumayya Suhail	anzam.suhail4321@gmail.com	RAI
13	Akshara K R	aksharakrajesh7@gmail.com	Offer
14	Sreeram V Dev	sreeram.dev3@gmail.com	RAI
15	Navaneeth Krishnakumar	navneethkrishnakumar25@gmail.com	Offer
16	Rohith K V	rohithkv712@gmail.com	Offer
17	Amal Revi Kunnambath	amalrevi37@gmail.com	Offer
18	Rahul K R	rahulkr390@gmail.com	RAI
19	Sarath Amay Nair	sarathnair30@outlook.com	RAI
20	Ijaz M.	ijazbm@protonmail.com	Offer
21	Anjaly Gopan	anjalygopan@gmail.com	RAI

Candidate Name	Candidate Email	Final Status
Anagha SUJITH K	anagha16sujith@gmail.com	Offer
Sarath Sajan	sarathsajan1998@gmail.com	Reject
Sayooj Suresh	sayoojsuresh.suresh6@gmail.co	Offer
Shravan Manoj	shravanmanoj911@gmail.com	Offer

Candidate Name	Candidate Email	Final Status
Aparna .	aparnapanand099@gmail.com	Offer
Bestin Antu	bestinantunps@gmail.com	Offer
Hida Rahman	hrpn.hida@gmail.com	Offer
Sarath J	jsarathkaralmanna@gmail.com	Offer
Meera C Anil	meeracanil.444@gmail.com	Offer
Roshan Prasad	roshanp60@gmail.com	Offer
Shahil M M	shahilmm1@gmail.com	Reject

Candidate Name	Candidate Email	Final Status
Aparna P A	aparna.koyari@gmail.com	Reject
Agatha Aji	agathaaji99@gmail.com	Offer
Ajil Jaison	ajiljaison64@gmail.com	Offer
Anupa T Sebastian	anupatsebastian@gmail.com	Offer
Arundhathi A	arundhathiaa@gmail.com	Offer
Athila V A	athilava08@gmail.com	Offer
Krishnapriya M J	krishnapriyajayakumar1@gmail.com	Offer
Pranav P	pranavpavanpradeep321@gmail.com	Offer
Saranya M Nambiar	saranyasaaru99@gmail.com	Offer
Shahistha .	shahistha1999@gmail.com	Offer
Sravan Vinod K	sravanvinodk111@gmail.com	Offer
Varun Anil	varunanil17@gmail.com	Offer
Vishnu Menon	vishnukm147@gmail.com	Offer

Candidate Name	Candidate Email	Final Status	College Name
Ajay S	ajaysan2017@gmail.com	Offer	SCMS School of Engineering and Technology
Jyothish A	athi.jyothish@gmail.com	Offer	SCMS School of Engineering and Technology
Jiso Jose	jisojose6@gmail.com	Offer	SCMS School of Engineering and Technology
Joanne George	joannejuliet21@gmail.com	Offer	SCMS School of Engineering and Technology
Nivedya K P	nivedyakp1999@gmail.com	Reject	SCMS School of Engineering and Technology



July 26, 2021

HRD/3T/21-22/1001701944

Mr. Nadeem Ahmed V A
Candidate ID: 1001701944
Razna House
Panayikulam P.O Alangad
Ernakulam - 683511
Kerala
India
Ph: (91) 89212 64722

Dear Nadeem Ahmed,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



July 26, 2021

HRD/3T/21-22/1001698557

Mr. Navaneeth Krishnakumar

Candidate ID: 1001698557

Souparnika

Zilla Court Ward Thathampally Po

Alappuzha - 688013

Kerala

India

Ph: (91) 89216 58438

Dear Navaneeth,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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Yours sincerely,

RICHARD LOBO**EVP and Head Human Resources – Infosys Limited**



July 26, 2021

HRD/3T/21-22/1001701005

Mr. Pranav P
Candidate ID: 1001701005
Pranavam House
Thoppumpady
Ernakulam - 682005
Kerala
India
Ph: (91) 82816 26898

Dear Pranav,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



July 26, 2021

HRD/3T/21-22/1001701980

Mr. Sravan Vinod K
Candidate ID: 1001701980
Marampilly
Kakkassery(H)
Ernakulam - 683105
Kerala
India
Ph: (91) 80783 12160

Dear Sravan,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



sset last name <sset@scmsgroup.org>

Sutherland Campus Invite - SCMS School of Engineering and Technology !

9 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Mon, Dec 7, 2020 at 7:09 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. Varun,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at www.sutherlandglobal.com, and follow us on FB www.facebook.com/SutherlandGlobalServicesIndia/

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive for **SCMS School of Engineering and Technology** on the **6Jan'21**. We request you to collect the details of the interested students in the attached excel sheet and share it with us on or before **3Jan'2021**.

Pre-requisite

Graduates/ Three year Diploma Holder
Basic computer knowledge in Hardware, Operating Systems and Networking
Aptitude for troubleshooting Desktops/ Laptops
Excellent spoken and written English communication skills
Open to work in Rotational shifts

Work Location	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Airoli)
Salary	Up to 2.50 L (Fresher's) - Package differs based on the individual's skill set

Interview process

Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Presentation	A presentation on Sutherland - 40 to 45 mins in WebEX
Non-voice Screening	Online assessment – Laptop/Desktop is mandatory
Initial Screening	JD/ one on one conversation in Breakout session of 20 - 25 students - approx 45 mins per batch
Communication Assessment and HR Interview	Candidates clearing communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared two days before the fixed drive date.
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,

**Divya G Thiyagarajan**

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiyagarajan@sutherlandglobal.com

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

**Sutherland Interview data tracker.xlsx**

11K

SSET <sset@scmsgroup.org>

Mon, Jan 4, 2021 at 11:44 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Madam,

Thanks for the invitation extended for this year recruitment too. As per the mail, attached herewith the filled template of our 107 candidates for the drive to be conducted by your esteemed organization on **6th January 2021**.

Kindly confirm the further details of the same.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

**Sutherland Interview data tracker.xlsx**

33K

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 10:43 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Kindly confirm the virtual drive details scheduled by your esteemed organization on **6th January 2021** for our 2021 batch students.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 1:09 PM

To: SSET <sset@scmsgroup.org>Cc: Varun Menon G <varunmenon@scmsgroup.org>

Hi,

Greetings for the day.

Gentle reminder for tomorrow's drive.

[Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.](#)

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared (database is already received, please update if there is any change)
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Reach out to me on 8137010196 if you have any queries.

Regards,

Silviya

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,



Divya G Thiagarajan

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiagarajan@sutherlandglobal.com

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[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 2:12 PM

To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Thanks for the details. Our students will attend the drive as per the schedule.

It may kindly be noted that the email id of our candidates **Sl. No.36 - Rosemol Biju** is rosemolbiju15@gmail.com, which was entered wrongly in the student tracker sheet, mailed yesterday.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



Sutherland Interview data tracker.xlsx
33K

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 2:23 PM

To: SSET <sset@scmsgroup.org>

Hi Varun,



sset last name <sset@scmsgroup.org>

SCMS School of Engineering and Technology - Congratulations to the Selected Candidates

6 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. Varun

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for Campus Hiring . I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews & have b
Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Primary Number	Alternate Number	Email	DOB	Fathers name	
1	B.Tech-CE	Shifa	Ebrahim	7994017033	9745843667	shifae11@gmail.com	6/11/1999	Ebrahim	SCM
2	B.Tech-CSE	Pooja	S	8589832331		poojaspisharady@gmail.com	14-Mar-00	Suresh N.P	SCM
3	B.Tech-CSE	Aditya	Manoj	8848882147	9745359445	adityamnj@gmail.com	9-Feb-99	Manoj Kumar	SCM
4	B.Tech-CSE	Mariya	Raphel	7034323872	9447529005	marjith347@gmail.com	2-Jun-99	V O Rappai	SCM
5	B.Tech-CSE	Aswin	Remesh	9495741913		aswinremeshch1@gmail.com	5-May-99	Remesan M. G.	SCM
6	B.Tech-CSE	Meera	C Anil	8086148492	8848884384	meeracanil.444@gmail.com	4-Feb-99	Anilkumar C C	SCM
7	B.Tech-CSE	Saranya	M.Nambiar	8921069156		saranyasaaru99@gmail.com	1-Jun-99	P.N.Mukundan	SCM
8	B.Tech-CSE	Parvathi	P J	7594071337	9895805372	parvathijoshi09@gmail.com	25-Mar-99	Joshi P G	SCM
9	B.Tech-ECE	Honey	Manoj	7356988559	9539866704	honeymanoj76@gmail.com	17-Jul-99	Manoj John	SCM
10	B.Tech-ECE	Amal	T	7994195501	9744310441	amalposeidon@gmail.com	25-Jun-99	Ashwanikumar T	SCM
11	B.Tech-ECE	Sarath	Sajan	7907498200		sarathsajan1998@gmail.com	12-Dec-98	Sajan Baby	SCM
12	B.Tech-ECE	Anjali	K	9946142543	9495133305	anjalikrishnan11@gmail.com	22-Feb-99	M Kuttikrishnan	SCM
13	B.Tech-ECE	Gokul Das	M	9947982234	9037253972	gokulmdas99@gmail.com	29-May-99	M Thulasidas	SCM
14	B.Tech-ECE	R S	Vishnu Priya	9048076999		vpriyasajeevkumar@gmail.com	20-May-98	Sajeevkumar R N	SCM
15	B.Tech-ECE	Denny	Jose C	9446410071	9895771912	dennycjose@gmail.com	10-May-99	Cj Jose	SCM
16	B.Tech-ECE	Vishnu	K Menon	9526340449	9847510672	vishnukm147@gmail.com	2-Aug-99	Krishnakumar K M	SCM
17	B.Tech-EEE	Anshya	Shibi S	9562464666	9447052157	anshyasmile@gmail.com	24-Dec-99	M Subash	SCM
18	B.Tech-EEE	Vishnu	Unnikrishnan	8826180980	8826180980	vishnuabl2@gmail.com	12-Sep-99	Unnikrishnan.P	SCM
19	B.Tech-ME	Allen	Issac	7012861409	7594957212	allenissac08@gmail.com	16-Jul-98	Shency Abraham	SCM
20	B.Tech-ME	Anandsivan	S	8921720413	9544098868	anandsivan1999@gmail.com	7-Aug-99	M P Santhoshkumar	SCM
21	B.Tech-ME	Vishnu	K B	9605330247	9567419809	vishnukb1000@gmail.com	14-Sep-99	Bahuleyan K K	SCM
22	B.Tech-ME	Aswanth	R	9072109953	9744343336	aswanthr2323@gmail.com	23-May-99	B Rajeev	SCM
23	B.Tech-ME	Gopika Ganga	Nair	9747124768		gopikaganganair@gmail.com	2-Feb-99	Ganga V Nair (Mother)	SCM
24	B.Tech-ME	Kiran	John	9061129561	9567881772	kiranj90611@gmail.com	24-Jun-99	Renni John	SCM

Regards,



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Allen Issac (B.Tech-ME)

Congratulations!!!

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

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

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

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

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Anandsivan S (B.Tech-ME)

Congratulations!!!

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

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

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

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

Yours sincerely,

Talent Acquisition
Sutherland

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Aswanth R (B.Tech-ME)

Congratulations!!!

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

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

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

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

Yours sincerely,

Talent Acquisition
Sutherland

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Gopika Ganga Nair (B.Tech-ME)

Congratulations!!!

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

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

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

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

Yours sincerely,

Talent Acquisition
Sutherland

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology
Date: 26-03-2021

Dear Kiran John (B.Tech-ME)

Congratulations!!!

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

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

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

- 10 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
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Yours sincerely,

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Sutherland

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 26-03-2021

Dear Vishnu K B (B.Tech-ME)

Congratulations!!!

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

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

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

- 10 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Akhil Saji (B.Tech-ME)

Congratulations!!!

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

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

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Amal Krishna Alassery (B.Tech-ME)

Congratulations!!!

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

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

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

- 10 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Sreeharsh R P (B.Tech-ME)

Congratulations!!!

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

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

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- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

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



sset last name <sset@scmsgroup.org>

Online Test Results - Recruitment of Probationary Officers

3 messages

CAREERS <careers@sib.co.in>

Tue, Jun 29, 2021 at 3:34 PM

To: sset@scmsgroup.org, varunmenon@scmsgroup.org

Dear Sir/ Madam,

In connection with the Campus Recruitment of Probationary Officers, please be informed that the candidates listed in the attachment are shortlisted for the Interview (through VC). The schedule for the same will be informed in due course.

Please note that candidates those who satisfy the eligibility criteria which were communicated earlier, will only be permitted to attend the selection process. Hence it is advised to verify the details once again.

Eligibility criteria are as follows:

Age

- Not more than 23 years as on 31.03.2021.

Minimum Educational Qualification

- BE/ B Tech (all streams)
- 60% marks in X/SSLC, XII/HSC
- 60% marks in each semester(s)/ year(s) in first attempt
- Also required to pass the remaining semester/year with minimum 60% marks

In order to collect the Candidates profile in a uniform manner, we have developed a portal to update the candidate's details. The candidates are advised to Login by clicking "Apply here" in the given Link : <https://recruit.southindianbank.com/RDC/campus?campus=SSETK>

Further, in "Upload Documents Tab – Upload Certificates Option", the candidates are supposed to Upload the following documents (in a single file, maximum of 5 MB), in order to complete the document verification

1. College ID Card
2. Xth Mark List
3. XIIth Mark List
4. BE/ B Tech Semester wise Mark list (whichever Published)
5. BE/ B Tech Degree/ Provisional Certificate (If Published)

It is advised to intimate all the shortlisted candidates regarding the same.

In case of any clarifications required, kindly revert back to us.

Yours Faithfully,

Jenson Jose

Manager::Talent Acquisition Team

Human Resources Department

(An ISO 9001:2015 Certified Department)

Ph: 0487-2436653/ 9739665560

E-mail: careers@sib.co.in || jensonjose@sib.co.in

{DISCLAIMER: The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. It shall not attach any liability on the originator or "The South Indian Bank Limited" or its affiliates. Any views or opinions presented in this email are solely those of the author and may not necessarily reflect the opinions of "The South Indian Bank Limited" or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of the author of this e-mail is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any mail and attachments please check them for viruses and defect.}

 **SSETK - OT RESULTS.pdf**
358K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Tue, Jun 29, 2021 at 3:35 PM

[Quoted text hidden]

 **SSETK - OT RESULTS.pdf**
358K

sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Sat, Sep 4, 2021 at 8:16 PM

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

From: **CAREERS** <careers@sib.co.in>
Date: Tuesday, June 29, 2021
Subject: Online Test Results - Recruitment of Probationary Officers
To: sset@scmsgroup.org, varunmenon@scmsgroup.org

[Quoted text hidden]

 **SSETK - OT RESULTS.pdf**
358K



LIST OF PROVISIONALLY SELECTED CANDIDATES FOR THE
POST OF PROBATIONARY OFFICERS

SCMS SCHOOL OF ENGINEERING & TECHNOLOGY, KOCHI

It gives us immense pleasure to formally inform you that the following students from your institution have come out successful in the selection process held for the post of Probationary Officer.

SI NO.	REFERENCE ID	CANDIDATE NAME
1	N12906202100620	MILNA JAMES
2	N12906202100650	HONEY MANOJ
3	N12906202100902	VISHNU K B
4	N12906202101028	FEBIN C JOSE
5	N12906202101316	FAHAD BIN SHAHABUDHEEN
6	N12906202101318	RIZWANA YASMIN HASHIM
7	N12906202101356	SONA PETER

We congratulate the selected candidates and wish them a successful career with us. We also congratulate all those in the institution mentoring them to take up challenges ahead.



PKJ Technologies Private Ltd.

Sir/Madam

Greetings from PKJ TECHNOLOGIES PVT LTD!!!

It gives me immense pleasure to raise up a proposal for conducting a campus recruitment program in your college. Your collaboration in the previous years help us to hire the right talents for different roles.

PKJ Technologies Private Limited is an information technology and business process management (BPM) company based in Koratty, India. We specialize in Digital Services, BPM, Development & Operation of Global Delivery Center's and IT Strategy & Consulting. Our global delivery center at Koratty provide business process management (BPM) support to our group/ affiliate companies in North America, Europe & Middle East.

PKJ is planning for 2021 recruitment, starting from the month of FEBRUARY. We are hiring candidates from different background like BTECH/MBA/Mcom or any degree

We have openings in the below mentioned departments:

1. Sales & Marketing Department
2. Finance Department
3. HR Department
4. Operations Department

We are looking forward to hearing from you.

Warm regards,
Riya Varghese
Senior Associate
Human Resources
+91 623-853-3146

Building #3/638, CFC Building, 1st Floor,
KINFRA Park P.O., Koratty, Kerala - 680 309
P: +91 487-297-0498 E-mail: info@pkjtech.com
CIN#: U72100KL2016PTC045750

--
Regards,

Riya Varghese | Senior HR Associate | **PKJ Technologies Pvt Ltd**
CFC Building | 1st Floor | **KINFRA PARK** | Koratty | Thrissur | +91 623-853-3146

pkjhr1@gmail.com

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Dear Madam,

Thanks for the interest shown for the recruitment of our 2021 batch students too. As per the mail, 3rd or 4th February 2021 is convenient for conducting the drive, preferably virtual drive, since students are presently off campus.

Thanks and Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]


PKJ HRD <pkjhr1@gmail.com>
To: SSET <sset@scmsgroup.org>

Thu, Jan 7, 2021 at 10:55 AM

Hi Varun,

Greetings of the day.
We can conduct the interview process during the first week of February 2021. Can you share the details of interested candidates, so we can plan accordingly.
Fill the details of students in the attached file.
Don't hesitate to contact us in case of any query.

[Quoted text hidden]

 **List of candidate for placement - SCMS School of Engg 2021.xlsx**
11K

SSET <sset@scmsgroup.org>
To: PKJ HRD <pkjhr1@gmail.com>

Wed, Jan 27, 2021 at 11:02 AM

Dear Madam,

Thanks for the interest shown for the recruitment of our 2021 batch students . As per the mail, 4th or 5th February 2021 is convenient for conducting the drive.

Kindly intimate the **CTC offered** and confirm the **mode of drive**- virtual or offline. We prefer online mode since students are presently off campus, if convenient from your end too.

Please confirm the above details so that we can forward the interested students list at the earliest..

[Quoted text hidden]

[Quoted text hidden]

PKJ HRD <pkjhr1@gmail.com>
To: SSET <sset@scmsgroup.org>

Thu, Jan 28, 2021 at 5:58 PM

Hi Varun,

The mode of drive will be based on the number of candidates. The first round of the interview process can be done offline.
But the final rounds will be conducted in office.
CTC will be 2.5 to 3.

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: PKJ HRD <pkjhr1@gmail.com>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Sat, Jan 30, 2021 at 8:17 PM

Dear Madam,

Thanks for the interest shown for the recruitment of our 2021 batch students . As per the mail, **4th February 2021** is convenient for conducting the drive.

I am attaching herewith the filled template of our **109 candidates** for the drive to be conducted by your esteemed organization.

Kindly intimate further details of the same.

Thanks and Regards,

BTech 8.278 CGPA

The University examinations for students will be completed by 7th July. Hope you can schedule the interviews for the students by then.

Regards,
Varun

[Quoted text hidden]

PKJ HRD <pkjhr1@gmail.com>
To: SSET <sset@scmsgroup.org>

Mon, Jul 5, 2021 at 10:36 AM

Hi Varun,
Hope you are doing well.
We completed a first round telephonic interview for the students. We shortlisted the below students for the next round of interview. We are planning for a direct face to face interview(offline) on 08 July 2021 in our office.

Sl.No	Name	Course	Interiew Date	Interview Time
1	Gopika Manoj	B.Tech ECE	8/7/21	9:30 AM
2	Milna James	B.Tech CS		10:00 AM
3	KRISHNA GANESH	B.Tech ECE		10:30 AM
4	Anzu Merin John	B.Tech CS		11:00 AM
5	Gayathri V	B.Tech CS		11:30 AM
6	R S Vishnu Priya	B.Tech ECE		12:00 PM
7	MAHIMA BABU KC	B.Tech CE		12:30 PM
8	P. Sabari Vishnu	B.Tech ME		1:00 PM
9	Manu Krishna S	B.Tech ME		1:30 PM
10	Akshay S	B.Tech ME		2:00 PM
11	Ananthakrishnan vs	B.Tech ME		2:30 PM
12	Vishnu Unnikrishnan	B.Tech EEE		3:00 PM
13	Sreeram V Dev	B.Tech ME		3:30 PM
14	Ashwin B	B.Tech ME		4:00 PM
15	Berton	B.Tech ME		4:30 PM
16	Denny Jose C	B.Tech ECE		5:00 PM

Interview Date : 8/7/2021 (Thursday)

Time: As per reporting time in the above table

Venue - PKJ Technologies Pvt Ltd

KINFRA Park, Koratty, Thrissur

Documents to be submitted - Resume, Copy of education certificates, One recent passport size photo.

Note: Kindly inform the students to follow the government rules and policies like wear masks and keep social distance. And they have to report according to the time only.

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Jul 5, 2021 at 10:39 AM

[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: "Dr. Anitha G. Pillai" <anithagpillai@scmsgroup.org>
Cc: "Dr. Praveensal C.J." <praveensal@scmsgroup.org>, SSET <sset@scmsgroup.org>

Mon, Jul 5, 2021 at 10:57 AM

Dear Ma'am,

Please advise.

[Quoted text hidden]

--

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier

Series Editor - IEEE Transactions on Intelligent Transportation Systems

Series Editor - IEEE Communications Standards Magazine

Technical Editor - Computer Communications Journal, Elsevier

Associate Editor - Alexandria Engineering Journal, Elsevier

Associate Editor - IET Networks

Associate Editor - IET Quantum Communications

Editorial Member - IEEE Future Directions Newsletter

sset last name <sset@scmsgroup.org>

wd: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER

messages

Sreeram Dev <sreeram.dev3@gmail.com>
To: sset@scmsgroup.org

Tue, Jul 13, 2021 at 4:17 PM

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

From: **PKJ HR** <hr@pkjtech.com>
Date: Sat, 10 Jul 2021, 9:40 am
Subject: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER
To: <sreeram.dev3@gmail.com>

Dear Sreeram,

Thank you for exploring career opportunities with **PKJ Technologies Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. This offer is based on your profile and performance during the selection process.

We are pleased to confirm your acceptance of the offer with **PKJ Technologies Pvt Ltd** as **Associate, Technical Sales**. Your appointment will be effective from 12 July, 2021.

Your appointment carries a training period of 6 month. The training period is an extension of the selection process and provides time for effective adjustment of new employees.

You should report on **12 July 2021** to **PKJ Technologies Pvt Ltd, KINFRA Park, Koratty at 7:00 PM**.

As a next step, we'd like to give you some suggestions to prepare yourself before joining that simulates some of the job duties. It'll give you the chance to better understand what the position entails and showcase your skills. Please find the below areas and prepare for the next step.

- a. US states and abbreviation
- b. US time zone
- c. Unit of measurement
- d. Conversion chart
- e. Phonetic alphabets
- f. Outlook basics
- g. Basics of excel and word (Microsoft office)
- h. Nitro pdf basics

Please bring the below documents on the first day of joining

1. Aadhar Copy
2. Pan Card Copy
3. Driving License Copy
4. 5 Passport Size Photo and send a soft copy to hr@pkjtech.com
5. Last appointment letter (if applicable)
6. Last relieving letter (if applicable)
7. Last 3 month pay slip (if applicable)

8. Experience certificates (if applicable)
9. 10th Mark list
10. 10th Certificate
11. 12th Mark list
12. 12th Certificate
13. Degree Mark list
14. Degree Certificate
15. Post-Graduation Mark list (if applicable)
16. Post-Graduation Certificate (if applicable)
17. Four 50 Rs. seal document
18. Other Certificates

Kindly confirm your acceptance of this offer.

Regards

Riya Varghese
Sr. HR Executive

PKJ Technologies Private Ltd
1st Floor, CFC Bldg. Kinfra Park,
KINFRA Park P.O., Koratty,
Thrissur, Kerala-680309

+91 623-853-3146

SET <sset@scmsgroup.org>
Sreeram Dev <sreeram.dev3@gmail.com>

Tue, Jul 13, 2021 at 4:22 PM

Thank you

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER

7 messages

Krishna Ganesh <krishnaganesh1417@gmail.com>

Mon, Jul 12, 2021 at 2:36 PM

To: sset@scmsgroup.org

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

From: PKJ HR <hr@pkjtech.com>

Date: Fri, Jul 9, 2021, 4:38 PM

Subject: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER

To: <krishnaganesh1417@gmail.com>

Dear Krishna,

Thank you for exploring career opportunities with **PKJ Technologies Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. This offer is based on your profile and performance during the selection process.

We are pleased to confirm your acceptance of the offer with **PKJ Technologies Pvt Ltd** as **Associate, Technical Sales**. Your appointment will be effective from 12 July, 2021.

Your appointment carries a training period of ~~6 months~~. The training period is an extension of the selection process and provides time for effective adjustment of new employees.

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- a. US states and abbreviation
- b. US time zone
- c. Unit of measurement
- d. Conversion chart
- e. Phonetic alphabets
- f. Outlook basics
- g. Basics of excel and word (Microsoft office)
- h. Nitro pdf basics

Please bring the below documents on the first day of joining

1. Aadhar Copy
2. Pan Card Copy
3. Driving License Copy
4. 5 Passport Size Photo and send a soft copy to hr@pkjtech.com
5. Last appointment letter (if applicable)
6. Last relieving letter (if applicable)
7. Last 3 month pay slip (if applicable)
8. Experience certificates (if applicable)

9. 10th Mark list
10. 10th Certificate
11. 12th Mark list
12. 12th Certificate
13. Degree Mark list
14. Degree Certificate
15. Post-Graduation Mark list (if applicable)
16. Post-Graduation Certificate (if applicable)
17. Four 50 Rs. seal document
18. Other Certificates

Kindly confirm your acceptance of this offer.

Regards

Riya Varghese
Sr. HR Executive

PKJ Technologies Private Ltd
1st Floor, CFC Bldg, Kinfra Park,
KINFRA Park P.O., Koratty,
Thrissur, Kerala-680309

+91 623-853-3146

SEET <sset@scmsgroup.org>
To: Krishna Ganesh <krishnaganesh1417@gmail.com>

Mon, Jul 12, 2021 at 7:10 PM

Thank you
(Quoted text hidden)



sset last name <sset@scmsgroup.org>

Fwd: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER

1 message

Vishnupriya Sajeevkumar <vpriyasajeevkumar@gmail.com>
To: sset@scmsgroup.org

Mon, Jul 12, 2021 at 6:16 PM

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

From: **PKJ HR** <hr@pkjtech.com>
Date: Fri, 9 Jul, 2021, 4:38 pm
Subject: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER
To: <vpriyasajeevkumar@gmail.com>

Dear Vishnupriya,

Thank you for exploring career opportunities with **PKJ Technologies Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. This offer is based on your profile and performance during the selection process.

We are pleased to confirm your acceptance of the offer with **PKJ Technologies Pvt Ltd** as **Associate, Technical Sales**. Your appointment will be effective from 12 July, 2021.

Your appointment carries a training period of 6 month. The training period is an extension of the selection process and provides time for effective adjustment of new employees.

You should report on **12 July 2021** to **PKJ Technologies Pvt Ltd, KINFRA Park, Koratty** at **7:00 PM**.

As a next step, we'd like to give you some suggestions to prepare yourself before joining that simulates some of the job duties. It'll give you the chance to better understand what the position entails and showcase your skills. Please find the below areas and prepare for the next step.

- a. US states and abbreviation
- b. US time zone
- c. Unit of measurement
- d. Conversion chart
- e. Phonetic alphabets
- f. Outlook basics
- g. Basics of excel and word (Microsoft office)
- h. Nitro pdf basics

Please bring the below documents on the first day of joining

1. Aadhar Copy
2. Pan Card Copy
3. Driving License Copy
4. 5 Passport Size Photo and send a soft copy to hr@pkjtech.com
5. Last appointment letter (if applicable)
6. Last relieving letter (if applicable)
7. Last 3 month pay slip (if applicable)
8. Experience certificates (if applicable)

9. 10th Mark list
10. 10th Certificate
11. 12th Mark list
12. 12th Certificate
13. Degree Mark list
14. Degree Certificate
15. Post-Graduation Mark list (if applicable)
16. Post-Graduation Certificate (if applicable)
17. Four 50 Rs. seal document
18. Other Certificates

Kindly confirm your acceptance of this offer.

Regards

Riya Varghese
Sr. HR Executive

PKJ Technologies Private Ltd
1st Floor, CFC Bldg, Kinfra Park,
KINFRA Park P.O., Koratty,
Thrissur, Kerala-680309

+91 623-853-3146

From: PKJ HR <hr@pkjtech.com>
Date: Fri, Jul 9, 2021, 4:39 PM
Subject: PKJ TECHNOLOGIES PVT LTD - EMPLOYMENT OFFER
To: <sabariyashnu99@gmail.com>

Dear Sabari,

Thank you for exploring career opportunities with **PKJ Technologies Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. This offer is based on your profile and performance during the selection process.

We are pleased to confirm your acceptance of the offer with **PKJ Technologies Pvt Ltd** as **Associate, Technical Sales**. Your appointment will be effective from 12 July, 2021.

Your appointment carries a training period of 6 month. The training period is an extension of the selection process and provides time for effective adjustment of new employees.

You should report on **12 July 2021** to **PKJ Technologies Pvt Ltd, KINFRA Park, Koratty** at **7:00 PM**.

As a next step, we'd like to give you some suggestions to prepare yourself before joining that simulates some of the job duties. It'll give you the chance to better understand what the position entails and showcase your skills. Please find the below areas and prepare for the next step.

- a. US states and abbreviation
- b. US time zone
- c. Unit of measurement
- d. Conversion chart
- e. Phonetic alphabets
- f. Outlook basics
- g. Basics of excel and word (Microsoft office)
- h. Nitro pdf basics

Please bring the below documents on the first day of joining

1. Aadhar Copy
2. Pan Card Copy
3. Driving License Copy
4. 5 Passport Size Photo and send a soft copy to hr@pkjtech.com
5. Last appointment letter (if applicable)
6. Last relieving letter (if applicable)
7. Last 3 month pay slip (if applicable)
8. Experience certificates (if applicable)
9. 10th Mark list
10. 10th Certificate
11. 12th Mark list
12. 12th Certificate
13. Degree Mark list
14. Degree Certificate
15. Post-Graduation Mark list (if applicable)
16. Post-Graduation Certificate (if applicable)
17. Four 50 Rs. seal document
18. Other Certificates

Kindly confirm your acceptance of this offer.

Regards

Prithvi Varghese
Sr. HR Executive

PKJ Technologies Private Ltd
1st Floor, CFC Bldg, Kinfra Park,
KINFRA Park P.O., Koratty,
Thiruvananthapuram, Kerala-680309

91 623-853-3146



sset last name <sset@scmsgroup.org>

Fwd: Requirement for candidate

3 messages

Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 24, 2021 at 1:08 PM

To: SSET <sset@scmsgroup.org>, "Dr. Varun G Menon" <varunmenon@scmsgroup.org>

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

From: **Jayanand B** <jayanand@scmsgroup.org>

Date: Fri, Sep 24, 2021 at 12:13 PM

Subject: RE: Requirement for candidate

To: <eldho.kuriakose@kurlis.com>, <sreeraj.nair@kurlis.com>

Dear Eldho Sir,

Greetings from SCMS School of Engineering and Technology.

Myself, Jayanand B, has taken charge of the Placement Office from Dr Varun recently.

We express our sincere gratitude for absorbing one of our students into your esteemed organization. Hope that he will be an asset to your organization. We also expect this cooperation in the coming years as well.

We are really thrilled to have a visit to your esteemed organization. Since I belong to the Electrical Engineering Department, I am more interested to know about the processes there. Our faculty members will be coming there for an industrial visit. Kindly let us know about a convenient date and time so that we can meet.

Thanks and Regards,

Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Ernakulam.
Mob 9447442427

Jayanand B <jayanand@scmsgroup.org>

Fri, Oct 8, 2021 at 11:29 AM

To: SSET <sset@scmsgroup.org>

Madam,

PI forward to 2021 ME and EE students.

Regards,

Jayanand B

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

From: <eldho.kuriakose@kurlis.com>

Date: Thu, Oct 7, 2021 at 7:36 PM

Subject: RE: Requirement for candidate

To: Jayanand B <jayanand@scmsgroup.org>, <sreeraj.nair@kurlis.com>

Dear Sir,

Thanking for the courtesy shown to visit Kurlis. We have two vacancies, One for a Mechanical Engineer, and other for an Electrical Engineer.

The role of the engineer is to

- 1)Manage production to meet the targets.
- 2)Resolve issues in the high speed production machineries,
- 3)Maintenance activities
- 4)Soft skills
- 5)Product development
- 6)Handling customer complaints

Kindly request to share the resumes of interested candidates, to schedule the interview on 11th Monday.

Regards,

Eldho Kuriakose

KURLIS

Mob: +91 7034669644

From: Jayanand B <jayanand@scmsgroup.org>
Sent: 24 September 2021 12:14
To: eldho.kuriakose@kurlis.com; sreeraj.nair@kurlis.com
Subject: RE: Requirement for candidate

Dear Eldho Sir,

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org> Wed, Oct 27, 2021 at 1:00 PM
To: SSET <sset@scmsgroup.org>, priyavenugopal@scmsgroup.org, BEENA PUTHILLATH <beena@scmsgroup.org>

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

From: <eldho.kuriakose@kurlis.com>
Date: Wed, Oct 27, 2021 at 12:37 PM
Subject: RE: Requirement for candidate
To: Jayanand B <jayanand@scmsgroup.org>
Cc: <sreeraj.nair@kurlis.com>, Dr. Varun G Menon <varunmenon@scmsgroup.org>

Dear Sir,

Thank you for sending the best students of SCMS to KURLIS. We have absorbed two candidates(resume attached).

Training has been started for Jayesh at APTIV plant(in SRS airbag assembly line) and Kiran will deputed to Chennai to start training on 08th Nov in service support of Swiss machineries used globally..

They will be working on their core domains.

Regards,

Eldho Kuriakose

[KURLIS](#)

Mob: +91 7034669644

From: Jayanand B <jayanand@scmsgroup.org>
Sent: 09 October 2021 13:02
To: eldho.kuriakose@kurlis.com
Cc: sreeraj.nair@kurlis.com
Subject: Re: Requirement for candidate

Sir,

Please find the attached resume of ME/EE students from SSET for recruitment.

Thanks & Regards,

Jayanand B

[Quoted text hidden]

2 attachments



Jayesh Mohan_resume_2021.pdf
166K



Kiran John_resume_2021.pdf
117K



sset last name <sset@scmsgroup.org>

Great opportunity to work on an Automotive project with Acsia Technologies

6 messages

SSET <sset@scmsgroup.org>

Fri, Oct 1, 2021 at 8:54 PM

To: Aaromal sujith <aaromalsujith01@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, agney.saidas7@gmail.com, ahalyabaiju542@gmail.com, Ajil Jaison <ajiljaison64@gmail.com>, ajserktp@gmail.com, AKASH NAMBIAR <akashmayoogham@gmail.com>, Akhil Paul <akhilthomaspaul@gmail.com>, alentbaburaj145@gmail.com, Alvin Jose <ajalvin007@gmail.com>, anaghakj1999@gmail.com, ANN AKKARA <annjakkara@gmail.com>, amerinjohn@gmail.com, Ardra Nair <ardra.souparnika@gmail.com>, arjun suresh <arjunsuresh1999@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, "Ashik. Mathew" <ashik.mathew.pjm@gmail.com>, mr ashil <ashilkb584@gmail.com>, Aswin Remesh <aswinremeshch1@gmail.com>, dheeshnamd4u@gmail.com, Divya Sabu <divya13499@gmail.com>, veeyae stores <veeyaestores@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, Aditya Manoj <adityamnj@gmail.com>, k4krishnanath@gmail.com, Abhijith Vijayan <vijayanabhijith4@gmail.com>, Ajay Santhosh <ajaysan2017@gmail.com>, aksharakrajesh7@gmail.com, Ameena Azad <ameena7736azad@gmail.com>, Anandharam S <aanandharam@gmail.com>, Anirudh Sasi <anirudhsasi60@gmail.com>, Anjali K P <anjali9240@gmail.com>, Anjali K P <taurainpearl04@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, anupa sebastian <anupasebastian1998@gmail.com>, Aparna P Anand <aparnapanand099@gmail.com>, ajsusman65@gmail.com, Arshik Antony <01antony.arshik@gmail.com>, Arundhathi A <arundhathiaa@gmail.com>, Ashby Babu <ashby512881@gmail.com>, ashwinanand33@gmail.com, Aswin Anand <aswinachuammu@gmail.com>, devzz <devika.99245@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Ijaz Madathiparambil <ijazanwar48@gmail.com>, Jiso Jose <jisose6@gmail.com>, jithinnetticadan@gmail.com, Jithin Michael <jithjesu@gmail.com>, JIYA BENNY <jiyabenny1999@gmail.com>, Joel Mathew paul <joelmathewpaul007@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, Kavitha K K <kavithavanchoorakalam@gmail.com>, Malavika K Nair <malavika.knair@gmail.com>, maneesh krishna <maneeshappus@gmail.com>, jamesmilna22@gmail.com, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerceevee@gmail.com, nealvinod7@gmail.com, nimishamanoj033@gmail.com, Pooja Suresh <poojaspisharady@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, rahulkr390@gmail.com, Kannan TH <kannanth97@gmail.com>, robin abraham <abraham28rob@gmail.com>, rosemolbiju15@gmail.com, Sarath Amay Nair <sarathnair30@outlook.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, sneha nambiar <snehanambiarrockz@gmail.com>, Zohan james <sohanjames33@gmail.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, thomasvilangadan1998@gmail.com, Varun S nair <varunsnair99@gmail.com>, Vikhnesh Krishna <vikhneshkrishna@gmail.com>, Vikhnesh Krishna <vichu.tycoon007@gmail.com>, vinaydeo1999@gmail.com, Vinay Stephen <vinaystephen1@gmail.com>, Vinil Varghese <vinilvarghesethecr7@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>, Vishnu Prasad <vishnu787vp@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, Manoja E <manojae98@gmail.com>, Mariya Raphel <marjith347@gmail.com>, Meera C Anil <meeraanil.444@gmail.com>, Neethu Sunil <neethusunil488@gmail.com>, NIVEDYA K P <nivedyakp1999@gmail.com>, PARVATHI JOSH Y <parvathijoshi09@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, Rizwana Hashim <rizwanayasmin00@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, Roshan Prasad <roshanp60@gmail.com>, Saeed Basheer <saeedvbasheer@gmail.com>, Sanju m p <mpsanju123@gmail.com>, Saranya Mukundan <saranyasaaru99@gmail.com>, Sarath Aravind <asarath36@gmail.com>, sarath j <jsarathkaralmanna@gmail.com>, Shallet Mary <shalletmary1999@gmail.com>, Shravan Manoj <shravanmanoj911@gmail.com>, Simon Saju <simonsaju1@gmail.com>, Sumayya Suhail <anzam.suhail4321@gmail.com>, swathy harish <swathyharish.5@gmail.com>, varmaaishwarya3@gmail.com, dO Or DiE <amalpod1999@gmail.com>, Amal Ashwin <amalposeidon@gmail.com>, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, Anjana K Saju <anjanaksaju97@gmail.com>, aravindittekkot@gmail.com, Ardra Anil <ardraanil@gmail.com>, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com, athulyakt69@gmail.com, dennycjose@gmail.com, dilukp1997@gmail.com, kipthiyasharief@gmail.com, geetikagopinath99@gmail.com, Honey Manoj <honeymanoj76@gmail.com>, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, Vishnupriya Sajeekumar <vpriyasajeekumar@gmail.com>, lakshmisree2244@gmail.com, tejas cj <tejascj99@gmail.com>, jomelthomas007@gmail.com, Agatha Aji <agathaaji99@gmail.com>, ANAGHA SUJITH <anagha16sujith@gmail.com>, Bestin Antu <bestinantunps@gmail.com>, gokul das <gokulmdas99@gmail.com>, Gopika Manoj <gopikaareilgm@gmail.com>, JANET JOBY <janetjobyc@gmail.com>, Krishnapriya <krishnapriyajayakumar1@gmail.com>, Sarath Sajan <sarathsajan1998@gmail.com>, SONA PETER <sonachikku2000@gmail.com>, vishnu k menon <vishnukm147@gmail.com>

Dear all,

I hope my email finds you well.

I am very happy to share a great and rare opportunity provided by Acsia technologies (<https://www.acsiatech.com>) to work on an automotive project with a German client.

Eligibility:

- **Knowledge to code in C++ with passion to work in an automotive industry**
- B.Tech 2021 passout (all branches)
- Students with any number of supply can apply

Details of the placement

- Training will start immediately in 3-4 days time. The first phase training can be done from home. The training will be on a C++ and on a platform for automotive training provided by Acsia. Acsia will provide this paid platform of training free. After successful completion of the training the second phase training starts.
- Second phase will be an Project specific training at Acsia technologies campus Trivandrum. After the completion of the training you will be assigned to the automotive project with a German client.
- The project duration will be 4-6 months. A stipend of 16-20k per month will be provided during the project.
- After successful completion of the project, students giving good performance will be recruited by Acsia.

If you are really interested please apply by entering your details in the link below.

<https://docs.google.com/spreadsheets/d/1E5rWbLvx3NcgTKK1kNwRUI93yF39HJghJWINDcZb2N4/edit?usp=sharing>

Only students with knowledge of C++ and having the passion to learn and work with the automotive industry need to apply.

Thanks and Regards,
Varun

--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier

Series Editor - IEEE Transactions on Intelligent Transportation Systems

Series Editor - IEEE Communications Standards Magazine

Technical Editor - Computer Communications Journal, Elsevier

Associate Editor - Alexandria Engineering Journal, Elsevier

Associate Editor - IET Networks

Associate Editor - IET Quantum Communications

Editorial Member - IEEE Future Directions Newsletter


SSET <sset@scmsgroup.org>

Fri, Oct 1, 2021 at 8:55 PM

To: abishek jose <abishekjose1@gmail.com>, Akshay Ajith <akshay007ajith@gmail.com>, amaldevmlal4@gmail.com, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anjali99vinod@gmail.com, anna christintha <christinthaanna06@gmail.com>, Aswin S Kumar <aswinscorpion@gmail.com>, aswinshaji1141@gmail.com, atulvenu666@gmail.com, bharath kr <bharathkadungoth@gmail.com>, Elvin George <elvintheakkanath@gmail.com>, Fathima Hussain <fathimaHussain24@gmail.com>, iamgokulgnadh@gmail.com, harikrishnamg97@gmail.com, Harikrishnan Veluthattu <harikrishnanveluthattu@gmail.com>, harithababu1998@gmail.com, jayesh mohan <jayeshmohan0@gmail.com>, josephbabum1999@gmail.com, manulaby1999@gmail.com, munna rizan <rizanmohd234@gmail.com>, mohammedawaz22@gmail.com, nakashfz19@gmail.com, rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, sai1079ofz@gmail.com, shibin M S <shibinmadathingal1998@gmail.com>, Shiyas Shams <shiyasshamz@gmail.com>, Shojo johnson <shojjohnson18@gmail.com>, sreelalm1999@gmail.com, tritinthomas@gmail.com, Vishnu Unnikrishnan <vishnuabl2@gmail.com>, aishwarya anand <ayeeshwanand@gmail.com>, Misha George <jishamisha@gmail.com>, Sayooj Suresh <sayoojsuresh.suresh6@gmail.com>, akhiltom1999@gmail.com, amalharidas333@gmail.com, anandpp489@gmail.com, "ANANDA KRISHNAN.K.N" <anandakrishnan.indian@gmail.com>, ANANDAKRISHNAN N <anandakrishnankichu123@gmail.com>, the_wanderlust_gypsy <ananthukodamala@gmail.com>, aneeshmenon6658@gmail.com, anelthomas1999@gmail.com, CARBON productions <anubhav.s27@gmail.com>, Arjun Pillai <aragan.arjund.aryts@gmail.com>, aveesh ajith <aveeshajith23@gmail.com>, Basil John <basiljohn1998@gmail.com>, Gokulkrishna GK <gokulkrishnagkv2@gmail.com>, Ihsan Salim <ihsansalim08@gmail.com>, joemon ct <joemonct04@gmail.com>, Madhav Hari <madhav.hari.007@gmail.com>, JAsi <jasimpk8@gmail.com>, munees9497@gmail.com, Nidish Sunil <nithishnsunil@gmail.com>, nikhilnikku528@gmail.com, nivilroyjbl@gmail.com, Prajul Erzhan <prajulmp389@gmail.com>, sachinn890@gmail.com, Swaraj Thankan <swarajthankan@gmail.com>, Tinson T T <tinson200tt@gmail.com>, Tony Sabu <antony2525@gmail.com>, vishnusajeev3@gmail.com, jesvinoc729@gmail.com, navaneeth gs <navaneethgspba@gmail.com>, Abdul basith basith <basithabulbasith275072@gmail.com>, Abhijith Menon <kannankedaram@gmail.com>, ccabhilash20@gmail.com, adarshprabhakar639@gmail.com, adwaitkaravettakudy999@gmail.com, afthabmohammed18@gmail.com, Akash Nlr <aramanaakash@gmail.com>, Muhammed Farhan <muhammedfarhan777@gmail.com>, Akhil Saji



 **Acsia Technologies (P) Ltd.**
Yamuna, SEZ II, Technopark,
Kulathoor P. O. Trivandrum,
Kerala-695583, India.

 +91 471 2710033

 info@acsiatech.com

 www.acsiatech.com

INTERNSHIP AGREEMENT

This internship agreement (“Agreement”) is made and effective this **8 November 2021**

BETWEEN:

Aneesh Menon (herein after called the “Intern”), an individual with his permanent address at Sreyas House(Kozhipra House), Thrissur, Kerala-680306 AND:

Acsia Technologies Private Limited a company incorporate under the Indian Companies Act, having its registered office at Trivandrum.The Employer and Intern are hereinafter collectively referred to as “Parties” or individually as “Party”.

The Company is willing to accept the intern on internship and the Intern is willing to work with the Company as an intern, with stipend of **Rs. 7500 per Month** (Rupees Seven Thousand Five Hundred per month), for a period of 6 (six) months from the date of signing this Agreement. A ‘certificate of internship’ will be issued to the intern after successful completion of internship at the Company.

Private & Confidential



 **Acsia Technologies (P) Ltd.**
Yamuna, SEZ II, Technopark,
Kulathoor P. O. Trivandrum,
Kerala-695583, India.
 +91 471 2710033
 info@acsiatech.com
 www.acsiatech.com

Private & Confidential

Version 1.0

IT IS HEREBY MUTUALLY AGREED TO BY AND BETWEEN THE PARTIES

HERETO AS

FOLLOWS:.

Terms & Conditions of the Internship

1. Working Hours

The Intern will not be considered an official or a staff member of the Internship Organisation. However, to fulfil obligations during the training period the Intern is expected to perform his duties like any other official of the Internship Organisation. The official training hours for the intern will be from 9:00 a.m. to 06:00 p.m., Mondays to Fridays. However, the Intern may be required to work different, additional, or outside of normal training hours if necessary, for completion of specific training activities. The intern shall be required to attend minimum training hours of 40 (forty) hours a week. The Intern provide notice to the Trainer or other official designated by the Company of any illness or other unavoidable circumstances that might prevent him / her from attending work or completing the Internship.

2. Duration of Internship



 Acsia Technologies (P) Ltd.
Yamuna, SEZ II, Technopark,
Kulathoor P. O, Trivandrum,
Kerala-695583, India.

 +91 471 2710033

 info@acsiatech.com

 www.acsiatech.com

Internship period shall be for 6 (six) months from the date of signing this Agreement, which may be terminated earlier if the Intern fails to follow the rules and regulations of the Internship Organisation

3.Conflict of Interest:

The Training offered to calls for whole time Internship and the Intern will devote time exclusively to the internship offered and will not undertake any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any trade or business, during Internship period.

4.Duties

So long as the intern is undergoing internship hereunder, he / she shall perform assignments diligently, to the best of his/her ability, to the reasonable satisfaction of the Internship Organisation and at a level of competency and effectiveness consistent with the academic studies undergone; The Intern shall comply with all policies, rules and regulations now or hereafter applicable to the employees of the Internship Organisation and to perform assignments in compliance with applicable laws, rules and regulations now or hereafter in effect.

5.Change of information

The intern shall inform the Internship Organisation of any change in his/her personal data immediately during the internship period. Any notice to be given to the Intern shall be deemed to have been duly and properly given if delivered at the address in India, as recorded with the Internship Organisation.

6.Non-Disclosure agreement

On joining, the intern shall be signing a non-disclosure agreement with the Internship Organisation.

7.Intellectual Property rights

Any and all developments, inventions, improvements, methods, ideas, discoveries, business or technical innovations (whether patentable or not), technologies, creative or professional work



product, works of authorship and other intellectual property in any medium that may be developed, conceived or reduced to practice by the Intern (whether solely or jointly with others) during the course of Internship with the Internship Organisation, whether or not during regular training hours, and which relate to or are connected directly or indirectly with the business of the Internship Organisation including, without limitation to, any of their respective products or processes (collectively, “ Developments”), shall be the sole and exclusive property of the Internship Organisation. The Intern shall not be entitled to any compensation, benefits or other consideration from the Internship Organisation in exchange for ownership, use or transfer of any Developments during the Internship period. The Intern agree to disclose all Developments to the Internship Organisation in reasonable detail promptly following the development or conception of the same. The Intern hereby assign to the Internship Organisation, any and all Developments and further agree to execute in favour of the Internship Organisation (or its designee) all such instruments of conveyance, assignment and transfer as may be requested from time to time by the Internship Organisation, whether during the term of internship or thereafter, in order to more fully vest in the Internship Organisation (or its designee) title to any and all Developments during the training period (and any related patents, patent applications, trademarks, trademark registrations, trade names, copyrights, copyright registrations and the like). In the event the Internship Organisation decides, in its discretion, to file for patent, copyright or trademark protection with respect to any Developments during the internship period in any jurisdiction, the Intern agree to reasonably cooperate with the Internship Organisation in furtherance of those efforts, during the term of internship or at any time thereafter.

8. Quality and Information Security policies

The Intern shall comply with Internship Organisation’s Quality and Information Security policies, standards, guidelines and procedures and any breach will result in termination of Internship. Policies will be explained to the Intern before commencement of the internship.

9. Termination of Internship

Private & Confidential

Unsatisfactory performance may lead to the termination of the internship at the initiative of the Internship Organisation, subject to an appropriate notice period of at least one week.

10. General

The above terms and conditions are based on Company policies, procedures and other rules of the Internship Organisation currently applicable in India as well as overseas and are subject to amendments and adjustments from time to time. In all matters, including those not specifically covered here such as traveling, code of conduct, etc., the intern will be governed by the rules of the Company as shall be in force during the internship period

Declaration

I hereby declare that I have gone through and understood all the terms and conditions mentioned in this document and I accept and agree to abide by them.

I understand that my relationship with Acsia Technologies Pvt Ltd is that of an Intern and an Internship Organisation providing practical training and there is no expectancy of employment at the end of the internship period. I may apply to any job openings of the Company, during or after the internship period, but shall be considered as an external candidate.



.....

Candidate ANEESH MENON

Date: 03-11-2021



Acsia Technologies (P) Ltd.
Yamuna, SEZ II, Technopark,
Kulathoor P. O. Trivandrum,
Kerala-695583, India.

+91 471 2710033

info@acsiatech.com

www.acsiatech.com



INTERNSHIP AGREEMENT

This internship agreement (“Agreement”) is made and effective this **8 November 2021**

BETWEEN:

SANTHANU S NAIR (herein after called the “Intern”), an individual with her permanent address at

'Pranavam', TC-9/2044-1, Kochar Road, Sasthamangalam, TVPM-10 AND:

Acsia Technologies Private Limited a company incorporate under the Indian Companies Act, having its registered office at Trivandrum. The Employer and Intern are hereinafter collectively referred to as “Parties” or individually as “Party”.

The Company is willing to accept the intern on internship and the Intern is willing to work with the Company as an intern, with stipend of **Rs. 7500 per Month** (Rupees Seven Thousand Five Hundred per month), for a period of 6 (six) months from the date of signing this Agreement. A ‘certificate of internship’ will be issued to the intern after successful completion of internship at the Company.

Private & Confidential



 **Acsia Technologies (P) Ltd.**
Yamuna, SEZ II, Technopark,
Kulathoor P. O. Trivandrum,
Kerala-695583, India.
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 info@acsiatech.com
 www.acsiatech.com

Private & Confidential

Version 1.0

IT IS HEREBY MUTUALLY AGREED TO BY AND BETWEEN THE PARTIES

HERETO AS

FOLLOWS:.

Terms & Conditions of the Internship

1. Working Hours

The Intern will not be considered an official or a staff member of the Internship Organisation. However, to fulfil obligations during the training period the Intern is expected to perform his duties like any other official of the Internship Organisation. The official training hours for the intern will be from 9:00 a.m. to 06:00 p.m., Mondays to Fridays. However, the Intern may be required to work different, additional, or outside of normal training hours if necessary, for completion of specific training activities. The intern shall be required to attend minimum training hours of 40 (forty) hours a week. The Intern provide notice to the Trainer or other official designated by the Company of any illness or other unavoidable circumstances that might prevent him / her from attending work or completing the Internship.

2. Duration of Internship



 Acsia Technologies (P) Ltd.
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Internship period shall be for 6 (six) months from the date of signing this Agreement, which may be terminated earlier if the Intern fails to follow the rules and regulations of the Internship Organisation

3.Conflict of Interest:

The Training offered to calls for whole time Internship and the Intern will devote time exclusively to the internship offered and will not undertake any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any trade or business, during Internship period.

4.Duties

So long as the intern is undergoing internship hereunder, he / she shall perform assignments diligently, to the best of his/her ability, to the reasonable satisfaction of the Internship Organisation and at a level of competency and effectiveness consistent with the academic studies undergone; The Intern shall comply with all policies, rules and regulations now or hereafter applicable to the employees of the Internship Organisation and to perform assignments in compliance with applicable laws, rules and regulations now or hereafter in effect.

5.Change of information

The intern shall inform the Internship Organisation of any change in his/her personal data immediately during the internship period. Any notice to be given to the Intern shall be deemed to have been duly and properly given if delivered at the address in India, as recorded with the Internship Organisation.

6.Non-Disclosure agreement

On joining, the intern shall be signing a non-disclosure agreement with the Internship Organisation.

7.Intellectual Property rights

Any and all developments, inventions, improvements, methods, ideas, discoveries, business or technical innovations (whether patentable or not), technologies, creative or professional work



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Kulathoor P. O. Trivandrum,
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product, works of authorship and other intellectual property in any medium that may be developed, conceived or reduced to practice by the Intern (whether solely or jointly with others) during the course of Internship with the Internship Organisation, whether or not during regular training hours, and which relate to or are connected directly or indirectly with the business of the Internship Organisation including, without limitation to, any of their respective products or processes (collectively, “ Developments”), shall be the sole and exclusive property of the Internship Organisation. The Intern shall not be entitled to any compensation, benefits or other consideration from the Internship Organisation in exchange for ownership, use or transfer of any Developments during the Internship period. The Intern agree to disclose all Developments to the Internship Organisation in reasonable detail promptly following the development or conception of the same. The Intern hereby assign to the Internship Organisation, any and all Developments and further agree to execute in favour of the Internship Organisation (or its designee) all such instruments of conveyance, assignment and transfer as may be requested from time to time by the Internship Organisation, whether during the term of internship or thereafter, in order to more fully vest in the Internship Organisation (or its designee) title to any and all Developments during the training period (and any related patents, patent applications, trademarks, trademark registrations, trade names, copyrights, copyright registrations and the like). In the event the Internship Organisation decides, in its discretion, to file for patent, copyright or trademark protection with respect to any Developments during the internship period in any jurisdiction, the Intern agree to reasonably cooperate with the Internship Organisation in furtherance of those efforts, during the term of internship or at any time thereafter.

8. Quality and Information Security policies

The Intern shall comply with Internship Organisation’s Quality and Information Security policies, standards, guidelines and procedures and any breach will result in termination of Internship. Policies will be explained to the Intern before commencement of the internship.

9. Termination of Internship

Private & Confidential

Unsatisfactory performance may lead to the termination of the internship at the initiative of the Internship Organisation, subject to an appropriate notice period of at least one week.

10. General

The above terms and conditions are based on Company policies, procedures and other rules of the Internship Organisation currently applicable in India as well as overseas and are subject to amendments and adjustments from time to time. In all matters, including those not specifically covered here such as traveling, code of conduct, etc., the intern will be governed by the rules of the Company as shall be in force during the internship period

Declaration

I hereby declare that I have gone through and understood all the terms and conditions mentioned in this document and I accept and agree to abide by them.

I understand that my relationship with Acsia Technologies Pvt Ltd is that of an Intern and an Internship Organisation providing practical training and there is no expectancy of employment at the end of the internship period. I may apply to any job openings of the Company, during or after the internship period, but shall be considered as an external candidate.

.....

Candidate

Date:



 Acsia Technologies (P) Ltd.
Yamuna, SEZ II, Technopark,
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sset last name <sset@scmsgroup.org>

BYJU'S ENGAGE - Business Development Trainee

5 messages

Byjus Campus <campus@byjus.com>

Fri, Jun 4, 2021 at 4:30 PM

To: keerthana sudheer <keerthana.sudheer@byjus.com>, Niranjana Pramod <niranjana.veer@byjus.com>, Parikshit Kochhar <parikshit.kochhar@byjus.com>

Bcc: sset@scmsgroup.org



Hello,
Greetings from BYJU'S!

It gives us immense pleasure to inform you that we would be moving on to the next phase of the campus recruitment process for the selected students for the profile of **Business Development Trainee** from your college/University. As a first step towards pre-onboarding formalities, we will be having a session (**BYJU'S ENGAGE**) with the selected candidates to help them in understanding more about the profile, ecosystem and the culture that they will be joining in. Kindly ensure that the students are adhering to the timelines.

Details of BYJU'S Engage:- (Please ensure that the students are logging in at least 15 minutes prior to the start of the session)

Date: 5th June 2021**Time: 4 pm – 5 pm**

Platform: Zoom Inc.

Zoom meeting link: <https://us02web.zoom.us/j/89310135355>

Meeting ID: 893 1013 5355

Passcode: Byjus@BDT

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SSET <sset@scmsgroup.org>

Fri, Jun 4, 2021 at 5:09 PM

To: Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

Byjus Campus <campus@byjus.com>

Sat, Jun 5, 2021 at 5:20 PM

To: keerthana sudheer <keerthana.sudheer@byjus.com>, Niranjana Pramod <niranjana.veer@byjus.com>

Bcc: sset@scmsgroup.org

Hello,
Greetings from BYJU'S!

Furthermore to our conversation on the Byjus Engage session as a prerequisite kindly ensure that the Byjus Campus Recruitment feedback form is being filled no later than 8pm IST 5th June 2021.

BDT campus feedback form Link : - <https://forms.gle/XkAzjzCYLVryVoj7>Deadline to fill the form: **5th June 2021 08:00 pm**

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jun 5, 2021 at 6:00 PM

To: Meera C Anil <meeracaniil.444@gmail.com>, allenissac08@gmail.com, Gopika Ganga Nair <gopikaganganair@gmail.com>, jishnumuralisiva@gmail.com, Shahistha Shereef <shahistha1999@gmail.com>

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

From: **Byjus Campus** <campus@byjus.com>

Date: Sat, Jun 5, 2021 at 5:25 PM

Subject: Re: BYJU'S ENGAGE - Business Development Trainee

To: keerthana sudheer <keerthana.sudheer@byjus.com>, Niranjana Pramod <niranjana.veer@byjus.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Thu, Sep 9, 2021 at 8:50 AM

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Recruitment Drive Results 2021 - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

3 messages

Byjus Campus <campus@byjus.com>

Tue, Jan 19, 2021 at 6:03 AM

To: sset@scmsgroup.org

Cc: keerthana sudheer <keerthana.sudheer@byjus.com>, Arun Kumar C P <arun.kumar@byjus.com>

Hello

Greetings from Byju's.

Please find below the result for the Virtual campus drive held with **SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY**

A total of 5 students have been selected at BYJU'S – The Learning App.

Please note that an individual joining link and intimation will be received by the candidates for their joining location and training with us in the registered mail ids. The details with respect to training location and onboarding will only be discussed towards the end of course completion.

CandidateName	Email Id	Campus Name	Profile
Meera C Anil	meeracaniil.444@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	BDT
ALLEN ISSAC	allenissac08@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	BDT
Gopika Ganga Nair	gopikaganganair@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	BDT
JISHNU MURALI	jishnumuralisiva@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	BDT
Shahistha	shahistha1999@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	BDT

Heartiest Congratulations to them and we look forward to getting them on-boarded at BYJU'S.

Also, for smooth onboarding of the aforementioned candidates, please ensure that they are blocked for Byjus

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SSET <sset@scmsgroup.org>

Mon, Jan 18, 2021 at 3:58 PM

Bcc: aneeshmenon6658@gmail.com, Arjun Pillai <aragan.arjund.aryts@gmail.com>, joemon ct <joemonct04@gmail.com>, aishwaryanandakumar99@gmail.com, alan david <alandavidjoseph@gmail.com>, angeleliyajoy31@gmail.com, aparna.koyari@gmail.com, athirasudheer4@gmail.com, saranyasaratp@gmail.com, supriyababu16@gmail.com, varunanil17@gmail.com, Abhijith Vijayan <vijayanabhijith4@gmail.com>, Ajil Jaison <ajiljaison64@gmail.com>, Ameena Azad <ameena7736azad@gmail.com>, anupatsebastian@gmail.com, Ardra Nair <ardra.soupamika@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, ashikb848@gmail.com, dheeshnamd4u@gmail.com, Gayathri V <gayathrivalsaraj27@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Jiso Jose <jisose6@gmail.com>, Kavitha K K <kavithavanchoorakalam@gmail.com>, Malavika K Nair <malavika.knair@gmail.com>, maneesh krishna <maneeshappus@gmail.com>, Mariya Raphael <marjith347@gmail.com>, Meera C Anil <meeracaniil.444@gmail.com>, jamesmilna22@gmail.com, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerjeevee@gmail.com, nealvinod7@gmail.com, Neethu Sunil <neethusunil488@gmail.com>, nimishamanoj033@gmail.com, nivedyap1999@gmail.com, PARVATHI JOSH Y <parvathijoshi09@gmail.com>, rahulkr390@gmail.com, Kannan TH <kannanth97@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, rizwanayamin00@gmail.com, robin abraham <abraham28rob@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, Roshan Prasad <roshanp60@gmail.com>, Saranya Mukundan <saranyasaaru99@gmail.com>, Sarath Aravind <asarath36@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, snehanambiar7120@gmail.com, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, anzam.suhail4321@gmail.com, swathy harish <Swathyharish.5@gmail.com>, Varun S nair <varunsnair99@gmail.com>, Vikhresh Krishna <vikhreshkrishna@gmail.com>, Vinay Stephen <Vinaystephen1@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>, Vishnu Prasad <vishnu787vp@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, agathaaji99@gmail.com, varmaaishwarya3@gmail.com, dO Or DiE <amalpod1999@gmail.com>, Amal Ashwin <amalposeidon@gmail.com>, ANAGHA SUJITH <anagha16sujith@gmail.com>, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, aravindittekot@gmail.com, Ardra Anil <ardraanil@gmail.com>, aswathy_gp@ieee.org, dennycjose@gmail.com, fathimathul kibthiya <fathimathulkibthiya@gmail.com>, geetikagopinath99@gmail.com, gokulmdas99@gmail.com, gopikaareilgm@gmail.com, Honey Manoj <honeymanoj76@gmail.com>, janetjobyc@gmail.com, krishnaganesh1417@gmail.com, krishnapriyajayakumar1@gmail.com, Vishnupriya Sajeevkumar <vpriyasajeevkumar@gmail.com>, Sarath Sajan <sarathsajan1998@gmail.com>, lakshmisree2244@gmail.com, tejas cj <tejascj99@gmail.com>, vishnukm147@gmail.com, abishek jose <abishekjose1@gmail.com>, unnimayamru@gmail.com, anna christintha <christinthaanna06@gmail.com>, bharath kr <bharathkadungoth@gmail.com>, Elvin George <elvinthekkanath@gmail.com>, iamgokulgnadh@gmail.com, Harikrishnan Veluthattu <harikrishnanveluthattu@gmail.com>, jayesh mohan <jayeshmohan0@gmail.com>, josephbabum1999@gmail.com, manulaby1999@gmail.com, mohammedawaz22@gmail.com, nakashfz19@gmail.com,

rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, Shoj Johnson <shojjohnson18@gmail.com>, tritinthomas@gmail.com, Vishnu Unnikrishnan <vishnuablr2@gmail.com>, Abdul basith basith <basithabdulbasith275072@gmail.com>, adwaitkaravettakudy999@gmail.com, Akkshay Saji <Akkshay12@gmail.com>, akshayrko.j@gmail.com, albi george <albigeorge2012@gmail.com>, allenissac08@gmail.com, amal revi <amalrevi37@gmail.com>, Anandhukrishna Op <anandhu2724@gmail.com>, Anand Sivan <anandsivan1999@gmail.com>, anantha111noir@gmail.com, Aravind S <aravindnbsuresh@gmail.com>, Ashwin B <ashwinbvishnu@gmail.com>, Aswathy Sairam <ashwathy0124@gmail.com>, aswinbmohan7@gmail.com, Freak Bro <aswinshaj@gmail.com>, avinshvilasan1@gmail.com, BERTON SIMON <1234berton@gmail.com>, Febin C Jose <febinjosec98@gmail.com>, Gokul suresh <gokulsuresh4006@gmail.com>, Gopika Ganga Nair <gopikaganganair@gmail.com>, jishnumuralisiva@gmail.com, kiranj90611@gmail.com, Kurian Paul <Kurianpaulp007@gmail.com>, Mahesh Nair <maheshnair2311@gmail.com>, Manu Krishna <manusdk22@gmail.com>, mohammedsharookbn@gmail.com, Nadeem Ahmed <vanadeem@gmail.com>, navneethkrishnakumar25@gmail.com, Sabari Vishnu P <sabarivishnu99@gmail.com>, "Raghav R.Nair" <raghavrnaier831@gmail.com>, Ragin krishna <raginkrishna59@gmail.com>, rahulrj7000@gmail.com, Rahul Sanjay <rahulsanjay520003@gmail.com>, Ram Kumar <ram65764@gmail.com>, risvanp11@gmail.com, sarangknp@gmail.com, shahistha1999@gmail.com, Sravan Vinod K <sravanvinodk111@gmail.com>, sreeharsh28012000@gmail.com, togin tom <togintom18@gmail.com>, varun b <varunbalan99@gmail.com>, Vishnu Vijay <vishnuv044@gmail.com>

Dear Students,

Heartiest congrats to all the five selected students.

Regards,

Sujitha Vinod

Secretary Placement Cell

SCMS School of Engineering and Technology

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, Jan 19, 2021 at 9:10 AM

To: Varun Menon G <varunmenon@scmsgroup.org>

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

From: **Byjus Campus** <campus@byjus.com>

Date: Tue, Jan 19, 2021 at 6:03 AM

[Quoted text hidden]

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: AWS- TEst status - reg

1 message

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Nov 1, 2021 at 12:29 PM

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

From: **Jenson Joseph** <jenson@scmsgroup.org>

Date: Mon, Nov 1, 2021 at 11:29 AM

Subject: AWS- TEst status - reg

To: Jayanand B <jayanand@scmsgroup.org>

Sir,

Herewith I attach the status of the overall test result from AWS. Many students did not attend the test. For those not attended on that day they asked wheater, they can send another test link on an alternate day. Find the attached status and inform me.

Status

Count

cleared

11

Not attended

24

Not cleared

14

Grand Total

49

--

Dr. Jenson Joseph. E,

Head - Department of Automobile Engineering,

Camp Officer, C-17 -SSET Valuation Camp,

SCMS School of Engineering and Technology, Ernakulam, Kerala

Mob:+91 9846244400

**College Placement Data for DA-SCMS.xlsx**

22K



sset last name <sset@scmsgroup.org>

Fwd: Interview Status (SCMS)- IMPORTANT

1 message

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

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

From: **Jenson Joseph** <jenson@scmsgroup.org>
Date: Mon, Nov 8, 2021 at 1:25 PM
Subject: Fwd: Interview Status (SCMS)- IMPORTANT
To: Jayanand B <jayanand@scmsgroup.org>

Sir,
Find the attached status from AWS recruitment team.

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

From: **SHUNMUGESH K** <shunmugesh@vjcet.org>
Date: Mon, Nov 8, 2021 at 11:52 AM
Subject: Fwd: Interview Status (SCMS)- IMPORTANT
To: <jenson@scmsgroup.org>

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

From: **Deepan, Manju** <manjudv@amazon.com>
Date: Mon, Nov 8, 2021 at 11:20 AM
Subject: Interview Status (SCMS)- IMPORTANT
To: SHUNMUGESH K <shunmugesh@vjcet.org>

Dear Shunmugesh,

Amazon Greetings!

Thank you for your support and coordination on this selection process. And I would like to share the current status of the interview cleared students from your college as below.

Request you to inform the candidates and take appropriate actions accordingly. Let me know if you have any questions. Thank you again!

Sl No	Name of the Student	Mail ID	Assessment Status	Interview Status
1	Ajser Jumanudheen K T P	ajserktp@gmail.com	cleared	Virtual Interview Scheduled on 11/9/2021
5	Abdul Basith P M	basithabdulbasith275072@gmail.com	cleared	Cleared all the interviews, Offer letter Pending
6	SREERAJ B R	brsreerajbr@gmail.com	cleared	Virtual Interview Scheduled on 11/8/2021
7	Sabari Vishnu	sabarivishnu99@gmail.com	cleared	Cleared all the interviews, Offer letter Pending
16	Albi George	albigorge2012@gmail.com	cleared	Virtual Interview Scheduled on 11/9/2021
20	P H Asna	asnaph89@gmail.com	cleared	Virtual Interview completed , waiting for the feed back
21	Akhil Saji	akhilsaji27@gmail.com	cleared	Virtual Interview Scheduled on 11/9/2021
32	Aswathy Gopalakrishnan	aswathy_gp@ieee.org	cleared	Virtual Interview Scheduled on 11/9/2021
34	Salah Aslam	salah4444salah@gmail.com	cleared	Online Application pending from Candidate
35	Agney Saidas	agney.saidas7@gmail.com	cleared	Virtual Interview Scheduled on 11/9/2021
41	Manu Krishna S	manusdk22@gmail.com	cleared	Virtual Interview Scheduled on 11/9/2021

Regards,

Manju Deepan

Sourcing Recruiter, AWS
Amazon Internet Services Private Limited

[Facebook](#) | [LinkedIn](#) | [Twitter](#) | [YouTube](#)



--

Kind Regards

Dr. K. SHUNMUGESH,
PROFESSOR and HOD - MECHANICAL ENGINEERING,
VISWAJYOTHI COLLEGE OF ENGG & TECH, VAZHAKULAM - 686670.
09947929956 (Mobile - Kerala)
09567300637 (Mobile - Home)
04852262211 (Office : Ext : 500)



--

Dr. Jenson Joseph. E,
Head - Department of Automobile Engineering,
Camp Officer, C-17 -SSET Valuation Camp,
SCMS School of Engineering and Technology, Ernakulam, Kerala
Mob:+91 9846244400



sset last name <sset@scmsgroup.org>

Re: Warm Welcome from Amazon: Digital Associate

1 message

Sabari Vishnu P <sabarivishnu99@gmail.com>
To: sset@scmsgroup.org

Tue, Nov 16, 2021 at 12:56 PM

On Tue, Nov 9, 2021, 10:46 PM Udeshi, Prajakta [C] <udeshipu@amazon.com> wrote:

Hi Sabari Vishnu,

Congratulations!

Thank you for taking time for discussions with us. Further to your interviews, we are excited to extend an offer for the role of a **Digital Associate**, for a contractual role of 11 months, at **Amazon Development Center India**, Chennai. Details of the offer break-up is mentioned in the attached document.

Components	Amazon Offer (INR)
Base Salary	248,100

Total compensation (Annual): INR 248,100

The proposed date of joining is **20th December 2021**. *We look forward to receive your 'acceptance' on this offer as well as on the date of joining. (Date of Joining is subjected to background check clearance).*

PS : I will initiate the background check for your candidature. You will be receiving the Formal Contract Copy post document submission for verification. Quick action on the same would be highly appreciated

Team Amazon looks forward to welcome you!

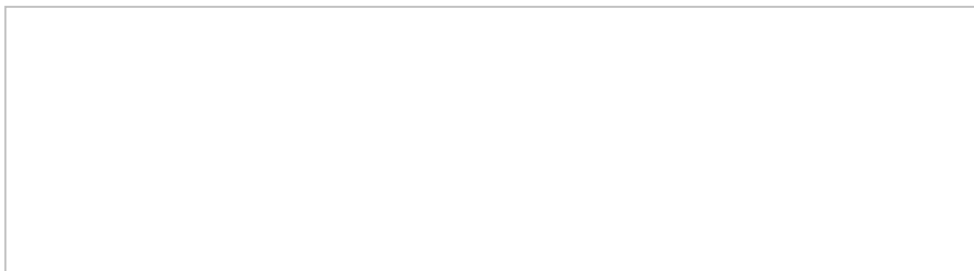
Please respond by tomorrow 10:00 AM and feel free to reach out to me for any clarifications.

Regards,

Prajakta Udeshi

Sourcer, AWS
Amazon Internet Services Private Limited

[Facebook](#) | [LinkedIn](#) | [Twitter](#) | [YouTube](#)



2 attachments



image001.png
116K



image001.png
116K



ADL/CO/HRD/2144/21-22
25/09/2021

Mr. Anandhukrishnan O.P

Sub: Offer letter

Dear Mr. Anandhukrishnan O.P,

This is in reference to your application and subsequent interview you had with us; we are pleased to offer you the position of 'Engineer' in the PED department under the terms and conditions mutually agreed at the time of Interview.

As discussed and agreed you will be joining us on or before **04-Oct-2021**, or else this offer will be null and void. You will be based at **Kinfra, Nellad**.

Your formal appointment letter will be issued to you on completion of your joining formalities including verification and reference check. You should also submit all your certificates and testimonials at the time of joining. The list of required documents is mentioned below. This offer is valid subject to producing of under mentioned documents in original and positive outcome of verification and reference check. In case you leave the services of the organization on or before the completion of one year from the date of your joining, the training cost (inclusive of 18% GST) would be recovered from your final settlement of account. The calculation of training cost would be at the sole discretion of management on actual basis.

In token of your acceptance of the above said offer, please sign and return the duplicate copy of this letter.

Thanking you,

For Agappe Diagnostics Ltd,

Vineeth P Mathew
Associate Vice President - HR

List of Documents:-

1. Proof of date of birth
2. Proof of qualification
3. Relieving letter from the previous employer
4. Duly authenticated proof of last drawn salary (CTC).
5. PAN Card copy (3 copies Duly signed)
6. Authenticated proof of residential address and Photo ID. (3 copies Duly signed)
7. Six photos
8. One Cancelled cheque of your Current Bank Account.
9. Aadhar Card (3 copies Duly signed)

NB: CTC break-up attached

AGAPPE DIAGNOSTICS LTD.

ISO 9001:2015 | EN ISO 13485:2006 CERTIFIED COMPANY | CIN : U24239MH1998PLC15413

CORPORATE OFFICE / REAGENT PLANT

Agappe Hills, Pattimattom (PO), Dist., Ernakulam, Kerala - 683 562, India.
Tel: +91 484 286 7000 | Email: agappe@agappe.in

MUMBAI (REGISTERED OFFICE)

401 & 402, 4th Floor, Jai Singh Business Centre, 119, Sahar Road, Powai, Andheri (East), Mumbai - 400 099, India.
Tel: +91 22 4300 8000 | Email: mumbai@agappe.in

EQUIPMENT PLANT

X/588 CB, Block No. 32, KINFRA Small Industrial Park, Nellore, Cochin, Kerala, India - 686 721, Tel: +91 484 276 7477.

DELHI OFFICE

DSM 540, 5th Floor, DLF Tower, Shivali Marg, New Delhi - 110 015, India.
Tel: +91 11 4558 8416 | Email: delhi@agappe.in

KOLKATA OFFICE

406, Merin Metro, Plot No-10, Block-DM, Sector V, Salt Lake City, Kolkata - 700 091.
Tel: +91 31 8003 0451 | Email: kolkata@agappe.in

BANGALORE OFFICE

5-A, 11th Floor, Red Cross Bhavan, No.26 Race Course Road, Bangalore - 560 001, Tel: +91 80 2228 8788
Email: bangalore@agappe.in



ANNEXURE - I

REMUNERATION DETAILS ON COST TO COMPANY BASISName: **Mr.Anandhukrishnan O.P**Designation: **Engineer**Date_Joining **On or Before 04-Oct-2021**Grade **E-05**

Particulars		Per month	Per Annum
A)	Basic	9333	111996
	HRA	3733	44796
	Transport Allowance	1600	19200
	Medical Allowance	0	0
	Washing Allowance	500	0
	Special Allowance / Metro	4969	59628
	TOTAL (A)	20135	241620
B)	Bonus/ Ex-Gratia	1400	16800
	Total (B)	1400	16800
C)	PF - Employer's contribution	1800	21600
	Total (C)	1800	21600
TOTAL CTC (A+B+C)		23335	280020
Rupees Two Lakhs Eighty Thousand and Twenty Only			

25/09/2021

For Agappe Diagnostics Ltd,

Vineeth P Mathew
 Associate Vice President - HR
AGAPPE DIAGNOSTICS LTD.

ISO 9001:2015 | EN ISO 13485:2016 CERTIFIED COMPANY | CIN: U24239MH1998PLC115413

CORPORATE OFFICE / REAGENT PLANTAgappe 400, Partimattom (PO), Dist. Ernakulam, Kerala - 683 562, India.
Tel: +91 484 286 7000 | Email: agappe@agappe.in**EQUIPMENT PLANT**4/388 CB, Block No. 32, KMRA Small Industrial Park,
Mekal, Cochin, Kerala, India - 686 721. Tel: +91 484 276 7477.**KOLKATA OFFICE**406, Merin Matrix, Plot No-10, Block-DK, Sector V,
Salt Lake City, Kolkata - 700 090.
Tel: +91 33 4003 0450 | Email: kolkataoffice@agappe.in**MUMBAI (REGISTERED OFFICE)**401 & 402, 4th Floor, Jai Singh Business Centre, 119,
Sahar Road, Powliwada, Andheri (East), Mumbai - 400 099, India.
Tel: +91 22 4300 8900 | Email: mumbaioffice@agappe.in**DELHI OFFICE**DSM 548, 5th Floor, DLF Tower, Viharji Marg,
New Delhi - 110 015, India.
Tel: +91 11 4558 8416 | Email: delhioffice@agappe.in**BANGALORE OFFICE**5-6, 8th Floor, Red Cross Bhawan, No-26 Race Course Road,
Bangalore - 560 001. Tel: +91 80 2218 8188.
Email: bangaloreoffice@agappe.in



sset last name <sset@scmsgroup.org>

Sutherland Campus Invite - SCMS School of Engineering and Technology !

9 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Mon, Dec 7, 2020 at 7:09 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. Varun,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at www.sutherlandglobal.com, and follow us on FB www.facebook.com/SutherlandGlobalServicesIndia/

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive for **SCMS School of Engineering and Technology** on the **6Jan'21**. We request you to collect the details of the interested students in the attached excel sheet and share it with us on or before **3Jan'2021**.

Pre-requisite

Graduates/ Three year Diploma Holder
Basic computer knowledge in Hardware, Operating Systems and Networking
Aptitude for troubleshooting Desktops/ Laptops
Excellent spoken and written English communication skills
Open to work in Rotational shifts

Work Location	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Airoli)
Salary	Up to 2.50 L (Fresher's) - Package differs based on the individual's skill set

Interview process

Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Presentation	A presentation on Sutherland - 40 to 45 mins in WebEX
Non-voice Screening	Online assessment – Laptop/Desktop is mandatory
Initial Screening	JD/ one on one conversation in Breakout session of 20 - 25 students - approx 45 mins per batch
Communication Assessment and HR Interview	Candidates clearing communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared two days before the fixed drive date.
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,

**Divya G Thiyagarajan**

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiyagarajan@sutherlandglobal.com

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

**Sutherland Interview data tracker.xlsx**

11K

SSET <sset@scmsgroup.org>

Mon, Jan 4, 2021 at 11:44 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Madam,

Thanks for the invitation extended for this year recruitment too. As per the mail, attached herewith the filled template of our 107 candidates for the drive to be conducted by your esteemed organization on **6th January 2021**.

Kindly confirm the further details of the same.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

**Sutherland Interview data tracker.xlsx**

33K

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 10:43 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Kindly confirm the virtual drive details scheduled by your esteemed organization on **6th January 2021** for our 2021 batch students.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 1:09 PM

To: SSET <sset@scmsgroup.org>Cc: Varun Menon G <varunmenon@scmsgroup.org>

Hi,

Greetings for the day.

Gentle reminder for tomorrow's drive.

[Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.](#)

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared (database is already received, please update if there is any change)
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Reach out to me on 8137010196 if you have any queries.

Regards,

Silviya

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,



Divya G Thiagarajan

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiagarajan@sutherlandglobal.com

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 2:12 PM

To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Thanks for the details. Our students will attend the drive as per the schedule.

It may kindly be noted that the email id of our candidates **Sl. No.36 - Rosemol Biju** is rosemolbiju15@gmail.com, which was entered wrongly in the student tracker sheet, mailed yesterday.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



Sutherland Interview data tracker.xlsx
33K

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 2:23 PM

To: SSET <sset@scmsgroup.org>

Hi Varun,

Thanks for the confirmation.

[Quoted text hidden]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Jan 6, 2021 at 11:40 AM

To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Dear Madam,

As per the instruction, please find the attached filled data of Mr. Aswanth R (Sl.No. 108), from our institution.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker

Head of the Department - Computer Science and Engineering

Corporate Relations and International Collaborations -i/c

SCMS School of Engineering and Technology

Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



Aswanth R-Additional candidate-Sutherland Interview data tracker.xlsx

11K

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Wed, Jan 6, 2021 at 11:42 AM

To: SSET <sset@scmsgroup.org>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

This is noted , Thank you.

[Quoted text hidden]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Sep 3, 2021 at 4:07 PM

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]



Sutherland Interview data tracker.xlsx

11K



sset last name <sset@scmsgroup.org>

SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)

5 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Wed, Apr 28, 2021

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>

Dear Mr. Varun,

Greetings from Sutherland!!!

It was indeed a pleasure conducting the virtual campus drive for your institution . I'm hereby mentioning the details of those vibrant minds who have cleared our Non Voice rounds of interview and have been shortlisted as a "Associate" . Our Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Primary Number	Alternate Number	Email	College name
1	B.Tech-AUE	Basil	John	9745344199		basiljohn1998@gmail.com	SCMS School of Engineering and Technology
2	B.Tech-CE	Mahima	Babu Kc	9061237493	9745127278	mahimabkc@gmail.com	SCMS School of Engineering and Technology
3	B.Tech-CE	Angel	Joy	9961921966	9048343425	angeleliyajoy31@gmail.com	SCMS School of Engineering and Technology
4	B.Tech-CSE	Sarath Amay	Nair	7909169432	8590388478	sarathnair30@outlook.com	SCMS School of Engineering and Technology
5	B.Tech-CSE	Sreeraj	B R	8289964892	9497345892	brsreerajbr@gmail.com	SCMS School of Engineering and Technology
6	B.Tech-CSE	Mohammed	Suhaib V A	7025370616	7025370616	msuhaib010@gmail.com	SCMS School of Engineering and Technology
7	B.Tech-CSE	Abhijith	Chacko	8078152079	7510790407	abhijithultimate07@gmail.com	SCMS School of Engineering and Technology
8	B.Tech-CSE	Sten	Benny	7909154709		stenbenny02@gmail.com	SCMS School of Engineering and Technology
9	B.Tech-CSE	Gayathri	V	8921873799		gayathrivalsaraj27@gmail.com	SCMS School of Engineering and Technology
10	B.Tech-CSE	Ashil	Basheer	9961406956	9605266077	ashilkb848@gmail.com	SCMS School of Engineering and Technology
11	B.Tech-CSE	Neal	Vinod	7902539459		nealvinod7@gmail.com	SCMS School of Engineering and Technology
12	B.Tech-CSE	Rithwik	S Menon	7012715036	9497492743	rithwikmenons@gmail.com	SCMS School of Engineering and Technology
13	B.Tech-CSE	Robin	Abraham	9497458402	8281975840	abraham28rob@gmail.com	SCMS School of Engineering and Technology
14	B.Tech-CSE	Vishnuraj	K R	9497877691		vishnuraj9991@gmail.com	SCMS School of Engineering and Technology
15	B.Tech-CSE	Ajil	Jaison	9745957595	9947014087	ajiljaison64@gmail.com	SCMS School of Engineering and Technology
16	B.Tech-CSE	Anupa	T Sebastian	8589820268	9497121998	anupatsebastian@gmail.com	SCMS School of Engineering and Technology
17	B.Tech-CSE	Ardra	Nair	8086278731	9946571095	ardra.souparnika@gmail.com	SCMS School of Engineering and Technology
18	B.Tech-CSE	Ashal M	Joshly	7356480234	7356480234	aashalmariya123@gmail.com	SCMS School of Engineering and Technology
19	B.Tech-CSE	Divya	Sabu	9447634010		divya13499@gmail.com	SCMS School of Engineering and Technology
20	B.Tech-CSE	Hariharan	V	8921086636		hariharanv72@gmail.com	SCMS School of Engineering and Technology
21	B.Tech-CSE	Hida	Rahman	9048077040	9846383069	hprn.hida@gmail.com	SCMS School of Engineering and Technology
22	B.Tech-CSE	Hisana	T Y	7356853120	7306690847	hizanayoonus321@gmail.com	SCMS School of Engineering and Technology
23	B.Tech-CSE	Jiso	Jose	9020466018	8078282110	jisojose6@gmail.com	SCMS School of Engineering and Technology
24	B.Tech-CSE	Jyothish	A	8089714037		athi.jyothish@gmail.com	SCMS School of Engineering and Technology
25	B.Tech-CSE	Kavitha	K K	8078173586	9072089422	kavithavanchookalam@gmail.com	SCMS School of Engineering and Technology
26	B.Tech-CSE	Malavika	K Nair	9961158289		malavika.knair@gmail.com	SCMS School of Engineering and Technology

27	B.Tech-CSE	Milna	James	9188024669	7594024669	jamesmilna22@gmail.com	SCMS School of Engineering and
28	B.Tech-CSE	Premkrishna	Sujit	9400645867		prem.kitchu@gmail.com	SCMS School of Engineering and
29	B.Tech-CSE	Ramachandran	T H	9633590965		kannanth97@gmail.com	SCMS School of Engineering and
30	B.Tech-CSE	Shimil K	Eldose	9645842346	9846691453	shimilkeldose05@gmail.com	SCMS School of Engineering and
31	B.Tech-CSE	Vinay	Steephen	8592008665	9447245644	Vinaystephen1@gmail.com	SCMS School of Engineering and
32	B.Tech-ECE	Aishwarya	Nandakumaravarma	9400835315		varmaaishwarya3@gmail.com	SCMS School of Engineering and
33	B.Tech-ECE	Amal	Prasannan	9061716323		amalpodi1999@gmail.com	SCMS School of Engineering and
34	B.Tech-ECE	Ananya	Rajesh	9747943749	8921283745	ananyarajesh33@gmail.com	SCMS School of Engineering and
35	B.Tech-ECE	Anjana K	Saju	9048483595	7025352098	anjanaksaju97@gmail.com	SCMS School of Engineering and
36	B.Tech-ECE	Aravind	J	9496102309	9447665399	aravindtekkot@gmail.com	SCMS School of Engineering and
37	B.Tech-ECE	Aswathy	Gopalakrishnan	8281343599		aswathy_gp@ieee.org	SCMS School of Engineering and
38	B.Tech-ECE	Athulya	K T	7594958475		athulyakt69@gmail.com	SCMS School of Engineering and
39	B.Tech-ECE	Tejas	Cj	8075797056	7559812165	tejas99@gmail.com	SCMS School of Engineering and
40	B.Tech-EEE	Elvin	T G	8078256324	7012094241	elvinthekkanath@gmail.com	SCMS School of Engineering and
41	B.Tech-EEE	Shibin	M S	9048563018	9947298337	shibinmadathingal1998@gmail.com	SCMS School of Engineering and
42	B.Tech-EEE	Tritin	Thomas	9562656170	9562656170	trittinthomas@gmail.com	SCMS School of Engineering and
43	B.Tech-EEE	Nakash Faisal	K	8891424342	9847727228	Nakashfz19@gmail.com	SCMS School of Engineering and
44	B.Tech-ME	Amal Krishna	Alassery	9895685092	8156974226	amalkrishnalassery@gmail.com	SCMS School of Engineering and
45	B.Tech-ME	Sreeharsh	R P	9656976175	8086860553	sreeharsh28012000@gmail.com	SCMS School of Engineering and
46	B.Tech-ME	Akhil	Saji	9745462085		akhilsaji27@gmail.com	SCMS School of Engineering and

Regards,

Sutherland Campus Team

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SSET <sset@scmsgroup.org>

Wed, Apr 28, 2021 at 6:12 AM

To: Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Apr 28, 2021 at 6:42 AM

To: Basil John <basiljohn1998@gmail.com>, "mahimabkc@gmail.com" <mahimabkc@gmail.com>, "angeleliyajoy31@gmail.com" <angeleliyajoy31@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, "ashilkb848@gmail.com" <ashilkb848@gmail.com>, "nealvinod7@gmail.com" <nealvinod7@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, robin abraham <abraham28rob@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, Ajil Jaison <ajiljaison64@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, Ardra Nair <ardra.souparnika@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, Divya Sabu <divya13499@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Jiso Jose <jisose6@gmail.com>, Kavitha K K <kavithavanchchoorkalam@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, Malavika K Nair <malavika.knair@gmail.com>, "jamesmilna22@gmail.com" <jamesmilna22@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, Kannan TH <kannanth97@gmail.com>

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

From: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Date: Wednesday, April 28, 2021

Subject: SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>

[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Wed, Apr 28, 2021 at 10:19 AM

To: SSET <sset@scmsgroup.org>

Please inform the students.

Also add this to the number of offers in 2021 file.

[Quoted text hidden]

--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier

Series Editor - IEEE Transactions on Intelligent Transportation Systems

Series Editor - IEEE Communications Standards Magazine

Technical Editor - Computer Communications Journal, Elsevier

Associate Editor - Alexandria Engineering Journal, Elsevier

Associate Editor - IET Networks

Associate Editor - IET Quantum Communications

Editorial Member - IEEE Future Directions Newsletter

sset last name <sset@scmsgroup.org>

Sat, Sep 4, 2021 at 8:42 PM

Draft To: Jayanand B <jayanand@scmsgroup.org>

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

From: **Sutherland Campus Team India** <SutherlandCampusTeam.India@sutherlandglobal.com>

Date: Wednesday, April 28, 2021

Subject: SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiagarajan <Divya.Thiagarajan@sutherlandglobal.com>

[Quoted text hidden]



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Basil John (B.Tech-AUE)

Congratulations!!!

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

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

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



Dr. Anitha G Pillai <anithagpillai@scmsgroup.org>

Resumes from SSET

Geo Foundations & Structures Pvt.Ltd <gfsplk@gmail.com>

Sat, Jul 17, 2021 at 3:41 PM

To: "Dr. Anitha G Pillai" <anithagpillai@scmsgroup.org>

Dear Madam,

Greetings of the day !!!

This is to inform you that we have sent appointment letters to both the Engineers suggested by you. They will be joining us from next week.

Thank you for your support.

Best regards,

A V S Chakravarti

Geo Foundations & Structures Pvt.Ltd.,
6th Floor, Alpha Plaza, K P Vallon Road
Kadavanthra, KOCHI - 682 020
Tel: 0484 - 2316042 / 2980092 ;
Website : www.geofoundations.net

*****Go Green & Save World for Ur next Generation*****

On Fri, Jul 9, 2021 at 9:52 AM Dr. Anitha G Pillai <anithagpillai@scmsgroup.org> wrote:

[Quoted text hidden]



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GEO FOUNDATIONS & STRUCTURES PRIVATE LIMITED

Alpha Plaza, K.J. Somaiya Road, Kandenambra, Kochi - 682 020, Kerala. Tel : 0484-2316042, 2950092, Fax: 0484-2324481
E-mail : gfpic@gmail.com

GFS-CN /133 /21

10th JULY 2021

Ms. Amrutha K R,
Pambadiyil (H) ,
North Vymeeethy,
Eroor P.O.,
Ernakulam,
E-mail : amruthakr99@gmail.com

Sub : Your appointment as Material Testing Engineer (Lab)

Dear Ms. Amrutha,

We refer your application received at this office by email and the subsequent interview you had on 9th instant. We have the pleasure in offering you the post of **Material Testing Engineer (Lab)** - Trainee. Your salary shall be Rs. 12,000/- p.m consolidated.

You will join our organisation on or before 19th July 2021 at our Material Testing laboratory at Kumaranashan Jn., Kochi. You will be governed by the rules and regulations of the company. You will be in probation for a period of 6 months as Trainee Engineer.

This appointment is in anticipation of your completing the B Tech course. You shall submit your B.Tech Course Completion Certificate and Provisional Certificate immediately on receipt from your College.

Detailed appointment letter shall be issued alongwith the Confirmation letter after your probation period. Kindly confirm your acceptance by returning the duplicate copy of this letter, duly signed by you.

With best wishes,

For Geo Foundations & Structures Pvt. Ltd.,

A V S Chakravarti
Sr. General Manager

Accepted

(Amrutha K R)

| Survey | Soil Exploration | Piling | Power | Ports | Bridges | Industrial Structures | Consultancy Services |

Chennai : No.89, 1st Main Road, Gandhi Nagar, Adyar, Chennai-26. Tel : 044-24451972, 24430399 Fax : 044-42642043, gfpic@gmail.com, mail@gfs.net.in
Port Blair : Near Hotel Raja Deepam, Polytechnic Road, Dollygunj, Junglighat P.O, Port Blair-744 103, Tel : 03192-259658, geoportblair@gmail.com

www.geofoundations.net



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GEO FOUNDATIONS & STRUCTURES PRIVATE LIMITED

Alpha Plaza, K.P. Vallon Road, Kadavanthra, Kochi - 682 020, Kerala. Tel : 0484-2316042, 2980092, Fax : 0484-2324481
E-mail : gfsplk@gmail.com

GFS-CN / 134 / 21

12th JULY 2021

**Ms. Archana Vijayan,
Kizhakooden House,
Muttithadi P.O.,
THRISSUR.**

E-mail : archanavijayan24@gmail.com

Sub : Your appointment as Material Testing Engineer (Lab)

Dear Ms. Archana,

We refer your application received at this office by email and the subsequent tele interview you had on 10th instant. We have the pleasure in offering you the post of Material Testing Engineer (Lab) - Trainee. Your salary shall be Rs. 12,000/- p.m consolidated.

You will join our organisation on or before 22nd July 2021 at our Testing laboratory at Kumaranashan Jn., Kochi. You will be governed by the rules and regulations of the company. You will be in probation for a period of 6 months as Trainee Engineer.

This appointment is in anticipation of your completing the B Tech course. You shall submit your B.Tech Course Completion Certificate and Provisional Certificate immediately on receipt from your College.

Detailed appointment letter shall be issued alongwith the Confirmation letter after your probation period. Kindly confirm your acceptance by returning the duplicate copy of this letter, duly signed by you.

With best wishes,

For Geo Foundations & Structures Pvt. Ltd.,

A V S Chakravarti
Sr. General Manager

Accepted

(Archana Vijayan)

| Survey | Soil Exploration | Piling | Power | Ports | Bridges | Industrial Structures | Consultancy Services |

Chennai : No.89, 1st Main Road, Gandhi Nagar, Adyar, Chennai-20. Tel : 044-24451972, 24430399 Fax : 044-42662045, gfsplc@gmail.com, mail@geo.net.in
Port Blair : Near Hotel Raja Deepam, Polytechnic Road, Dollygunj, Junglighat P O, Port Blair-744 103, Tel : 03192-259658, geo.portblair@gmail.com

www.geofoundations.net



sset last name <sset@scmsgroup.org>

Invitation to participate in Infosys Campus Recruitment Program for 2020-21

9 messages

Pon Balaji Sankar <pon.sankar@infosys.com>

Thu, Sep 3, 2020 at 11:50 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun,

Greetings!

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,458 clients in 46 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,39,000+ employees makes this happen.

At Infosys, we have a [signature strategy](#) to help our employees move forward. We enable them to build technology solutions for the future, we ensure their career never stands still, and that we navigate further, together. Through always-on learning options, career opportunities through bridge programs, and training in advanced technologies, we help our people to achieve what they desire the most.

As we begin campus recruitment for 2021 batch of students, we are keen to partner with your institute for Infosys Campus Recruitment Program 2020-21. You are requested to send a confirmation on this mail.

Our campus recruitment program will be conducted online this year. The test process would be a virtual online assessment and the shortlisted students would be required to undergo video interview to assess their technical and behavioral skills.

You are requested to refer to the attached '**Eligibility Criteria**' to identify the eligible students from your institute for our recruitment program.

To nominate students for our recruitment program, kindly share the details of eligible students with us in the attached 'Student Details Sheet' latest by Monday, September 7, 2020.

Please note, our processes are system driven, hence we will not be able to accommodate any changes/additions to this list after the due date.

Kindly share the attached '**Important Instructions for Students**' with the eligible candidates so that they can adhere to the process.

In case of any query, feel free to contact me.

We look forward to a long and successful partnership with you.

Regards,

Pon Balaji

Talent Acquisition

Infosys Limited

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3 attachments



Student data sheet_2021.xls

27K



Important Instructions for Candidates.pdf

474K



Infosys Campus Recruitment Program_Eligibility Criteria.pdf

47K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Sep 4, 2020 at 2:57 PM

[Quoted text hidden]

3 attachments



Student data sheet_2021.xls

27K



Important Instructions for Candidates.pdf

474K



Infosys Campus Recruitment Program_Eligibility Criteria.pdf

47K

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: "Dr. Praveensal C.J." <praveensal@scmsgroup.org>
Cc: Gopakumar S <gopakumars@scmsgroup.org>, SSET <sset@scmsgroup.org>

Fri, Sep 4, 2020 at 9:28 PM

Dear Sir,

We have received the communication from Infosys for conducting the campus placements. I believe the online test and interview would be scheduled after two or three weeks. We have already started training on interview and group discussion which is done personally by me.

It is also very important to give the final training for clearing the aptitude test. The main modules of the training by Konfidence on Quantitative Aptitude, Logical Reasoning, Verbal Ability and the Infosys pattern training are pending.

Regards,

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

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

From: **Abraham Ettumanookaran**
Date: Mon, Feb 15, 2021 at 3:25 PM
Subject: Infosys Campus Recruitment Program: List of students selected for a job offer
To: sset@scmsgroup.org <sset@scmsgroup.org>



Dear Mam,

We are delighted to share the list of students from your institute who have successfully cleared the interview round of Infosys Campus Recruitment Program 2020-21. Please refer to the attached excel sheet to see the list.

The results for students who participated in our campus recruitment program but their names are missing from the list will also be shared with you shortly.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

We look forward to a long and successful partnership with you.

Warm regards,

Abraham John
Talent Acquisition
Infosys Limited

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 **SCMS College.xlsx**
10K

9/23/21, 9:49 AM

SCMS Group of Institutions Mail - Infosys Campus Recruitment Program: List of students selected for a job offer

Draft To: "Asha Prabhakaran E." <ashaprabhakaran@scmsgroup.org>

[Quoted text hidden]



SCMS College.xlsx

10K

Candidate Name	Candidate Email	Final Status	College Name
Ajay S	ajaysan2017@gmail.com	Offer	SCMS School of Engineering and Technology
Jyothish A	athi.jyothish@gmail.com	Offer	SCMS School of Engineering and Technology
Jiso Jose	jisojose6@gmail.com	Offer	SCMS School of Engineering and Technology
Joanne George	joannejuliet21@gmail.com	Offer	SCMS School of Engineering and Technology
Nivedya K P	nivedyakp1999@gmail.com	Reject	SCMS School of Engineering and Technology



July 26, 2021

HRD/3T/21-22/1001701312

Ms. Joanne George

Candidate ID: 1001701312

418

Nellickal House, Kuttapuzha P.O, Thiruvalla

Thiruvalla - 689103

Kerala

India

Ph: (91) 79022 01284

Dear Joanne,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

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

Yours sincerely,

RICHARD LOBO**EVP and Head Human Resources – Infosys Limited**



sset last name <sset@scmsgroup.org>

Sutherland Campus Invite - SCMS School of Engineering and Technology !

9 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Mon, Dec 7, 2020 at 7:09 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. Varun,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at www.sutherlandglobal.com, and follow us on FB www.facebook.com/SutherlandGlobalServicesIndia/

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive for **SCMS School of Engineering and Technology** on the **6Jan'21**. We request you to collect the details of the interested students in the attached excel sheet and share it with us on or before **3Jan'2021**.

Pre-requisite

Graduates/ Three year Diploma Holder
Basic computer knowledge in Hardware, Operating Systems and Networking
Aptitude for troubleshooting Desktops/ Laptops
Excellent spoken and written English communication skills
Open to work in Rotational shifts

Work Location	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Airoli)
Salary	Up to 2.50 L (Fresher's) - Package differs based on the individual's skill set

Interview process

Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Presentation	A presentation on Sutherland - 40 to 45 mins in WebEX
Non-voice Screening	Online assessment – Laptop/Desktop is mandatory
Initial Screening	JD/ one on one conversation in Breakout session of 20 - 25 students - approx 45 mins per batch
Communication Assessment and HR Interview	Candidates clearing communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared two days before the fixed drive date.
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,

**Divya G Thiyagarajan**

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiyagarajan@sutherlandglobal.com

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**Sutherland Interview data tracker.xlsx**

11K

SSET <sset@scmsgroup.org>

Mon, Jan 4, 2021 at 11:44 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Madam,

Thanks for the invitation extended for this year recruitment too. As per the mail, attached herewith the filled template of our 107 candidates for the drive to be conducted by your esteemed organization on **6th January 2021**.

Kindly confirm the further details of the same.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

**Sutherland Interview data tracker.xlsx**

33K

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 10:43 AM

To: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>, Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Kindly confirm the virtual drive details scheduled by your esteemed organization on **6th January 2021** for our 2021 batch students.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 1:09 PM

To: SSET <sset@scmsgroup.org>Cc: Varun Menon G <varunmenon@scmsgroup.org>

Hi,

Greetings for the day.

Gentle reminder for tomorrow's drive.

[Request the students to join the WebEx meeting on 6Jan'21 by 8.45Am.](#)

Location: <https://sutherland.webex.com/meet/silviya.thankachan>

Following arrangements are required to ensure a smooth hiring process

1. The list of students who will be attending the campus interview should be shared (database is already received, please update if there is any change)
2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Reach out to me on 8137010196 if you have any queries.

Regards,

Silviya

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

2. The applicants (students) should have a laptop/desktop.
3. High speed and stable internet connection is mandatory.
4. Applicant's video should be on throughout the interview process.

Regards,



Divya G Thiagarajan

Assistant Manager, Graduate Campus Hiring

SUTHERLAND

M: +919789876102 **E:** Divya.Thiagarajan@sutherlandglobal.com

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[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, Jan 5, 2021 at 2:12 PM

To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Madam,

Thanks for the details. Our students will attend the drive as per the schedule.

It may kindly be noted that the email id of our candidates **Sl. No.36 - Rosemol Biju** is rosemolbiju15@gmail.com, which was entered wrongly in the student tracker sheet, mailed yesterday.

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



Sutherland Interview data tracker.xlsx
33K

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Tue, Jan 5, 2021 at 2:23 PM

To: SSET <sset@scmsgroup.org>

Hi Varun,



sset last name <sset@scmsgroup.org>

SCMS School of Engineering and Technology - Congratulations to the Selected Candidates

6 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. Varun

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for Campus Hiring . I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews & have b
Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Primary Number	Alternate Number	Email	DOB	Fathers name	
1	B.Tech-CE	Shifa	Ebrahim	7994017033	9745843667	shifae11@gmail.com	6/11/1999	Ebrahim	SCM
2	B.Tech-CSE	Pooja	S	8589832331		poojaspisharady@gmail.com	14-Mar-00	Suresh N.P	SCM
3	B.Tech-CSE	Aditya	Manoj	8848882147	9745359445	adityamnj@gmail.com	9-Feb-99	Manoj Kumar	SCM
4	B.Tech-CSE	Mariya	Raphel	7034323872	9447529005	marjith347@gmail.com	2-Jun-99	V O Rappai	SCM
5	B.Tech-CSE	Aswin	Remesh	9495741913		aswinremeshch1@gmail.com	5-May-99	Remesan M. G.	SCM
6	B.Tech-CSE	Meera	C Anil	8086148492	8848884384	meeracanil.444@gmail.com	4-Feb-99	Anilkumar C C	SCM
7	B.Tech-CSE	Saranya	M.Nambiar	8921069156		saranyasaaru99@gmail.com	1-Jun-99	P.N.Mukundan	SCM
8	B.Tech-CSE	Parvathi	P J	7594071337	9895805372	parvathijoshi09@gmail.com	25-Mar-99	Joshi P G	SCM
9	B.Tech-ECE	Honey	Manoj	7356988559	9539866704	honeymanoj76@gmail.com	17-Jul-99	Manoj John	SCM
10	B.Tech-ECE	Amal	T	7994195501	9744310441	amalposeidon@gmail.com	25-Jun-99	Ashwanikumar T	SCM
11	B.Tech-ECE	Sarath	Sajan	7907498200		sarathsajan1998@gmail.com	12-Dec-98	Sajan Baby	SCM
12	B.Tech-ECE	Anjali	K	9946142543	9495133305	anjalikrishnan11@gmail.com	22-Feb-99	M Kuttikrishnan	SCM
13	B.Tech-ECE	Gokul Das	M	9947982234	9037253972	gokulmdas99@gmail.com	29-May-99	M Thulasidas	SCM
14	B.Tech-ECE	R S	Vishnu Priya	9048076999		vpriyasajeevkumar@gmail.com	20-May-98	Sajeevkumar R N	SCM
15	B.Tech-ECE	Denny	Jose C	9446410071	9895771912	dennycjose@gmail.com	10-May-99	Cj Jose	SCM
16	B.Tech-ECE	Vishnu	K Menon	9526340449	9847510672	vishnukm147@gmail.com	2-Aug-99	Krishnakumar K M	SCM
17	B.Tech-EEE	Anshya	Shibi S	9562464666	9447052157	anshyasmile@gmail.com	24-Dec-99	M Subash	SCM
18	B.Tech-EEE	Vishnu	Unnikrishnan	8826180980	8826180980	vishnuabl2@gmail.com	12-Sep-99	Unnikrishnan.P	SCM
19	B.Tech-ME	Allen	Issac	7012861409	7594957212	allenissac08@gmail.com	16-Jul-98	Shency Abraham	SCM
20	B.Tech-ME	Anandsivan	S	8921720413	9544098868	anandsivan1999@gmail.com	7-Aug-99	M P Santhoshkumar	SCM
21	B.Tech-ME	Vishnu	K B	9605330247	9567419809	vishnukb1000@gmail.com	14-Sep-99	Bahuleyan K K	SCM
22	B.Tech-ME	Aswanth	R	9072109953	9744343336	aswanthr2323@gmail.com	23-May-99	B Rajeev	SCM
23	B.Tech-ME	Gopika Ganga	Nair	9747124768		gopikaganganair@gmail.com	2-Feb-99	Ganga V Nair (Mother)	SCM
24	B.Tech-ME	Kiran	John	9061129561	9567881772	kiranj90611@gmail.com	24-Jun-99	Renni John	SCM

Regards,



sset last name <sset@scmsgroup.org>

SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)

5 messages

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Wed, Apr 28, 2021

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>

Dear Mr. Varun,

Greetings from Sutherland!!!

It was indeed a pleasure conducting the virtual campus drive for your institution . I'm hereby mentioning the details of those vibrant minds who have cleared our Non Voice rounds of interview and have been shortlisted as a "Associate" . Our Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Primary Number	Alternate Number	Email	College name
1	B.Tech-AUE	Basil	John	9745344199		basiljohn1998@gmail.com	SCMS School of Engineering and Technology
2	B.Tech-CE	Mahima	Babu Kc	9061237493	9745127278	mahimabkc@gmail.com	SCMS School of Engineering and Technology
3	B.Tech-CE	Angel	Joy	9961921966	9048343425	angeleliyajoy31@gmail.com	SCMS School of Engineering and Technology
4	B.Tech-CSE	Sarath Amay	Nair	7909169432	8590388478	sarathnair30@outlook.com	SCMS School of Engineering and Technology
5	B.Tech-CSE	Sreeraj	B R	8289964892	9497345892	brsreerajbr@gmail.com	SCMS School of Engineering and Technology
6	B.Tech-CSE	Mohammed	Suhaib V A	7025370616	7025370616	msuhaib010@gmail.com	SCMS School of Engineering and Technology
7	B.Tech-CSE	Abhijith	Chacko	8078152079	7510790407	abhijithultimate07@gmail.com	SCMS School of Engineering and Technology
8	B.Tech-CSE	Sten	Benny	7909154709		stenbenny02@gmail.com	SCMS School of Engineering and Technology
9	B.Tech-CSE	Gayathri	V	8921873799		gayathrivalsaraj27@gmail.com	SCMS School of Engineering and Technology
10	B.Tech-CSE	Ashil	Basheer	9961406956	9605266077	ashilkb848@gmail.com	SCMS School of Engineering and Technology
11	B.Tech-CSE	Neal	Vinod	7902539459		nealvinod7@gmail.com	SCMS School of Engineering and Technology
12	B.Tech-CSE	Rithwik	S Menon	7012715036	9497492743	rithwikmenons@gmail.com	SCMS School of Engineering and Technology
13	B.Tech-CSE	Robin	Abraham	9497458402	8281975840	abraham28rob@gmail.com	SCMS School of Engineering and Technology
14	B.Tech-CSE	Vishnuraj	K R	9497877691		vishnuraj9991@gmail.com	SCMS School of Engineering and Technology
15	B.Tech-CSE	Ajil	Jaison	9745957595	9947014087	ajiljaison64@gmail.com	SCMS School of Engineering and Technology
16	B.Tech-CSE	Anupa	T Sebastian	8589820268	9497121998	anupatsebastian@gmail.com	SCMS School of Engineering and Technology
17	B.Tech-CSE	Ardra	Nair	8086278731	9946571095	ardra.souparnika@gmail.com	SCMS School of Engineering and Technology
18	B.Tech-CSE	Ashal M	Joshly	7356480234	7356480234	aashalmariya123@gmail.com	SCMS School of Engineering and Technology
19	B.Tech-CSE	Divya	Sabu	9447634010		divya13499@gmail.com	SCMS School of Engineering and Technology
20	B.Tech-CSE	Hariharan	V	8921086636		hariharanv72@gmail.com	SCMS School of Engineering and Technology
21	B.Tech-CSE	Hida	Rahman	9048077040	9846383069	hprn.hida@gmail.com	SCMS School of Engineering and Technology
22	B.Tech-CSE	Hisana	T Y	7356853120	7306690847	hizanayoonus321@gmail.com	SCMS School of Engineering and Technology
23	B.Tech-CSE	Jiso	Jose	9020466018	8078282110	jisojose6@gmail.com	SCMS School of Engineering and Technology
24	B.Tech-CSE	Jyothish	A	8089714037		athi.jyothish@gmail.com	SCMS School of Engineering and Technology
25	B.Tech-CSE	Kavitha	K K	8078173586	9072089422	kavithavanchookalam@gmail.com	SCMS School of Engineering and Technology
26	B.Tech-CSE	Malavika	K Nair	9961158289		malavika.knair@gmail.com	SCMS School of Engineering and Technology

27	B.Tech-CSE	Milna	James	9188024669	7594024669	jamesmilna22@gmail.com	SCMS School of Engineering and
28	B.Tech-CSE	Premkrishna	Sujit	9400645867		prem.kitchu@gmail.com	SCMS School of Engineering and
29	B.Tech-CSE	Ramachandran	T H	9633590965		kannanth97@gmail.com	SCMS School of Engineering and
30	B.Tech-CSE	Shimil K	Eldose	9645842346	9846691453	shimilkeldose05@gmail.com	SCMS School of Engineering and
31	B.Tech-CSE	Vinay	Steephen	8592008665	9447245644	Vinaystephen1@gmail.com	SCMS School of Engineering and
32	B.Tech-ECE	Aishwarya	Nandakumaravarma	9400835315		varmaaishwarya3@gmail.com	SCMS School of Engineering and
33	B.Tech-ECE	Amal	Prasannan	9061716323		amalpodi1999@gmail.com	SCMS School of Engineering and
34	B.Tech-ECE	Ananya	Rajesh	9747943749	8921283745	ananyarajesh33@gmail.com	SCMS School of Engineering and
35	B.Tech-ECE	Anjana K	Saju	9048483595	7025352098	anjanaksaju97@gmail.com	SCMS School of Engineering and
36	B.Tech-ECE	Aravind	J	9496102309	9447665399	aravindtekkot@gmail.com	SCMS School of Engineering and
37	B.Tech-ECE	Aswathy	Gopalakrishnan	8281343599		aswathy_gp@ieee.org	SCMS School of Engineering and
38	B.Tech-ECE	Athulya	K T	7594958475		athulyakt69@gmail.com	SCMS School of Engineering and
39	B.Tech-ECE	Tejas	Cj	8075797056	7559812165	tejas99@gmail.com	SCMS School of Engineering and
40	B.Tech-EEE	Elvin	T G	8078256324	7012094241	elvinthekkanath@gmail.com	SCMS School of Engineering and
41	B.Tech-EEE	Shibin	M S	9048563018	9947298337	shibinmadathingal1998@gmail.com	SCMS School of Engineering and
42	B.Tech-EEE	Tritin	Thomas	9562656170	9562656170	trittinthomas@gmail.com	SCMS School of Engineering and
43	B.Tech-EEE	Nakash Faisal	K	8891424342	9847727228	Nakashfz19@gmail.com	SCMS School of Engineering and
44	B.Tech-ME	Amal Krishna	Alassery	9895685092	8156974226	amalkrishnalassery@gmail.com	SCMS School of Engineering and
45	B.Tech-ME	Sreeharsh	R P	9656976175	8086860553	sreeharsh28012000@gmail.com	SCMS School of Engineering and
46	B.Tech-ME	Akhil	Saji	9745462085		akhilsaji27@gmail.com	SCMS School of Engineering and

Regards,

Sutherland Campus Team

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SSET <sset@scmsgroup.org>

To: Varun Menon G <varunmenon@scmsgroup.org>

Wed, Apr 28, 2021 at 6:12 AM

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Apr 28, 2021 at 6:42 AM

To: Basil John <basiljohn1998@gmail.com>, "mahimabkc@gmail.com" <mahimabkc@gmail.com>, "angeleliyajoy31@gmail.com" <angeleliyajoy31@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, "ashilkb848@gmail.com" <ashilkb848@gmail.com>, "nealvinod7@gmail.com" <nealvinod7@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, robin abraham <abraham28rob@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, Ajil Jaison <ajiljaison64@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, Ardra Nair <ardra.souparnika@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, Divya Sabu <divya13499@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Jiso Jose <jisose6@gmail.com>, Kavitha K K <kavithavanchchoorkalam@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, Malavika K Nair <malavika.knair@gmail.com>, "jamesmilna22@gmail.com" <jamesmilna22@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, Kannan TH <kannanth97@gmail.com>

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

From: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Date: Wednesday, April 28, 2021

Subject: SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiyagarajan <Divya.Thiyagarajan@sutherlandglobal.com>

[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Wed, Apr 28, 2021 at 10:19 AM

To: SSET <sset@scmsgroup.org>

Please inform the students.

Also add this to the number of offers in 2021 file.

[Quoted text hidden]

--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier

Series Editor - IEEE Transactions on Intelligent Transportation Systems

Series Editor - IEEE Communications Standards Magazine

Technical Editor - Computer Communications Journal, Elsevier

Associate Editor - Alexandria Engineering Journal, Elsevier

Associate Editor - IET Networks

Associate Editor - IET Quantum Communications

Editorial Member - IEEE Future Directions Newsletter

sset last name <sset@scmsgroup.org>

Draft To: Jayanand B <jayanand@scmsgroup.org>

Sat, Sep 4, 2021 at 8:42 PM

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

From: **Sutherland Campus Team India** <SutherlandCampusTeam.India@sutherlandglobal.com>

Date: Wednesday, April 28, 2021

Subject: SCMS School of Engineering and Technology - Congratulations to the Selected Candidates (Non Voice Results)

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Divya Thiagarajan <Divya.Thiagarajan@sutherlandglobal.com>

[Quoted text hidden]



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 26-03-2021

Dear Shifa Ebrahim (B.Tech-CE)

Congratulations!!!

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

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

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

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

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Angel Joy (B.Tech-CE)

Congratulations!!!

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

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

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



PROVISIONAL OFFER LETTER

College Name: SCMS School of Engineering and Technology

Date: 27-04-2021

Dear Mahima Babu Kc (B.Tech-CE)

Congratulations!!!

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

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

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

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



sset last name <sset@scmsgroup.org>

TCS Campus Hiring - YOP 2021

2 messages

Shibas N P <shibas.np@tcs.com>

Sat, Sep 26, 2020 at 2:22 PM

Cc: Deepthi Damodaran <deepthi.damodaran@tcs.com>, Archana Johnson <archana.johnson1@tcs.com>, Jesto Raphael <jesto.r@tcs.com>

Dear Sir/Madam,

Greetings from TCS!

Trust you and your loved ones are continuing to be safe and in good health.

It is a matter of pride that despite the current unforeseen and unprecedented times, we have been navigating towards our goals by being purpose-driven, resilient and adaptable there by empowering our stakeholders to realize their objectives. We continue to live by our tradition of going the extra mile by responding to the society, our partners, our customers and the employees with utmost commitment.

Continuing with our Innovative spirit, **NQT has taken a new avatar to bring wider opportunities closer to the students and academia.**

This year, TCS Campus Test Process will be administered as part of the **National Qualifier Test (NQT)** conducted by TCS iON, our Official Test Partner. **The NQT Score secured by a student would be considered for the TCS Campus Hiring Process.**

- TCS Campus Hiring for YOP 2021 is open for all Engineering Disciplines B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc.
- Registrations are open on NQT Portal until 17th October 2020 (<https://learning.tcsionhub.in/hub/national-qualifier-test/>) for NQT scheduled on **24th/25th/26th October 2020**
- Students are required to register on NQT Portal to get their Registration Number
- Post registration, students could be batched on any of the above dates for taking up the NQT
- **To be considered for TCS Selection Process, candidates must register at the TCS Next Step Portal (<https://nextstep.tcs.com/campus/#/>), specifying the NQT Registration number**
- After the NQT, TCS Applicants' NQT Score will be taken from TCS iON
- Basis the NQT Score, the shortlisting for next round will be decided
- TCS Applicants' who are toppers from NQT will be further given a chance for TCS Digital Selection Process

Kindly refer the below link for more details.

https://www.tcs.com/careers/TCSCampusHiringYoP2021#section_1

If there are any queries, please feel free to connect with us. We look forward to your continued support and cooperation for a successful and mutually rewarding campus season.

Regards
Shibas

Shibas N.P
Campus Recruitment Lead- Kerala
Tata Consultancy Services
Voip:- 4487215
Phone:- 0484-6187215
Cell:- 9846553333
Mailto: shibas.np@tcs.com
Website: <http://www.tcs.com>

Experience certainty. IT Services
Business Solutions
Consulting

=====

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sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 10, 2021 at 12:39 PM

[Quoted text hidden]



Offer: Computer Consultancy

Ref: TCSL/DT20207250807/Trivandrum

Date: 10/03/2021

Ms. Aswathy P Sudhi
Pararath House Elthuruth,
Kodungallur,
Kodungallur-680664,
Kerala.
Tel# -

Dear Aswathy P Sudhi,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/DT20207250807

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Aswathy P Sudhi
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



sset last name <sset@scmsgroup.org>

Shortlisted Candidate's (SCMS_2021) / SOTI Campus Drive

6 messages

George Oommen <George.Oommen@soti.net>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Dear Prof. R Sahadevan

Greeting from SOTI.

Congratulations! 🎉🎉

The list students who have been shortlisted from your college is appended herewith for your perusal. The interviews will be held between (Tuesday) 14th -(Thursday) 16th September 21

First Name	Last Name	College Name	Email Address	Contact No	FRESHER/IN
P John	Zachariah	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	johandanavil@gmail.com	7356489562	FRESHER
Regish	George	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	regish.george2000@gmail.com	9048791233	FRESHER

For any further queries/clarifications, pls feel to discuss with the undersigned.

--
Regards

George Oommen, Senior Manager - People & Culture | SOTI Inc | Mobile: +91 9947007430 | george.oommen@soti.net | soti.net | [Facebook](#) | [LinkedIn](#) | [Twitter](#) | [YouTube](#)

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SSET <sset@scmsgroup.org> Mon, Sep 13, 2021 at 8:04 PM
To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>
[Quoted text hidden]

SSET <sset@scmsgroup.org> Mon, Sep 13, 2021 at 8:10 PM
To: johandanavil@gmail.com, regish.george2000@gmail.com, Varun Menon G <varunmenon@scmsgroup.org>
[Quoted text hidden]

George Oommen <George.Oommen@soti.net>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Dear Prof. R Sahadevan

Greeting from SOTI.

Congratulations! 🎉🎉

It is my pleasure to announce the names of those candidates who is selected. I am releasing the list on a priority basis to ensure that they join SOTI. Kindly confirm the receipt and do the
Please consider this email as confirmation of their selection.

First Name	Last Name	Email Address	COLLEGE NAME	Contact No	FRESHER/INTERN
Regish	George	regish.george2000@gmail.com	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	9048791233	FRESHER

--
Regards

George Oommen, Senior Manager - People & Culture | SOTI Inc | Mobile: +91 9947007430 | george.oommen@soti.net | soti.net | [Facebook](#) | [LinkedIn](#) | [Twitter](#) | [YouTube](#)

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From: George Oommen
Sent: 13 September 2021 18:16
To: 'sset@scmsgroup.org' <sset@scmsgroup.org>
Subject: Shortlisted Candidate's (SCMS_2021) / SOTI Campus Drive

Dear Prof. R Sahadevan

[Quoted text hidden]

10/8/21, 3:29 PM

SCMS Group of Institutions Mail - Shortlisted Candidate's (SCMS_2021) / SOTI Campus Drive

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 3:19 PM

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

From: **George Oommen** <George.Oommen@soti.net>
[Quoted text hidden]
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: regish.george2000@gmail.com
Cc: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

Thu, Sep 23, 2021 at 3:37 PM

Dear Regish,
Congratulations 🎉🎉 on being selected by the most prestigious company amongst the industries.
Best wishes, God bless.
Placement cell.

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

From: **George Oommen** <George.Oommen@soti.net>
Date: Thu, Sep 23, 2021 at 3:13 PM
[Quoted text hidden]
[Quoted text hidden]



sset last name <sset@scmsgroup.org>

All Kerala Pooled recruitment by Mar Labs

Jenty Joy <jentyjoy@mbits.edu.in>

Tue, Aug 31, 2021 at 10:41 AM

To: biju.skaria@mace.ac.in, Placement Cell MACE <placements@mace.ac.in>, Placement Cell MACE <tnpmace@gmail.com>, jeena jacob <jeena.jacob4@gmail.com>, Placement Cell - RSET <pc.rajagiri@gmail.com>, Varun Jose <cr.rajagiri@gmail.com>, ilahia icet <placement@icet.ac.in>, anilan r <anilanagri@gmail.com>, placement@sngce.ac.in, MGMCollegeOfEngineering TPC <tpcmgmcollegeofengineering@gmail.com>, Career Guidance & Placements MITS <pc@mgits.ac.in>, SSET <sset@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>, "Jose V. Mathew" <josevmathew@aisat.ac.in>, Sebin Jose <sebinjose@aisat.ac.in>, SNMIMT Placement <placement@snmimt.edu.in>, mahendraks@kmeacollege.ac.in, Vjcet Vjcet <vjcet@vjcet.org>, placement Cell ASIET <placement@adishankara.ac.in>, Santharam Rao <santharamrao.cp@gmail.com>, Placement Cell FISAT <placements@fisat.ac.in>, ELVIN KURUVILLA <elvin@visat.ac.in>, Placement Department TIST <placement@tistcochin.edu.in>

Greetings from MBITS and Placement Officers Kerala

Dear Sir

Mar labs had consented to conduct a pooled recruitment for the 2022 Batch Computer Science, Information Systems, IT, Electronics & Communication, EEE students of Kerala engineering colleges

Please Find the eligibility criteria and find the attachment for the data format.

You are requested to kindly send me the data in the attached format on or before 12-09-2021. The test will be conducted on or after 20-9-21

Eligibility

Computer Science,
Information Systems, IT,
Electronics & Communication,
EEE

Mark. B Tech 60% and 2 backlogs allowed

Other details:

- Salary: 3.5 L (all fixed)
- Location where selected candidates will be placed: Kochi, Mysore
- Branches: Computer Science, Information Systems, IT, Electronics & Communication, EEE
- Pre-Placement presentation: Since this will be across the 5 zones, we will share a video Selection Process
 - General aptitude test (includes reasoning ability, analytical skill, verbal ability) about sixty questions (1 Hour)
 - English verbal test – this includes sentence forming and grammar
 - Technical and HR interview

--

Regards

Mr Jenty Joy

Head Corporate Relations & Placements

9/1/2021

SCMS Group of Institutions Mail - All Kerala Pooled recruitment by Mar Labs

MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]

Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India- 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)

CTIPS (Kerala) Consortium of Technical Institutes for Placement Services

Mob +91 94466 10781,+91 9188825380

Location of MBITS <https://goo.gl/maps/APjCuqBygtu>



Candidate Info - Campus TA Marlabs.xlsx

10K



sset last name <sset@scmsgroup.org>

Marlab selected students

2 messages

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Thu, Oct 28, 2021 at 9:09 AM

Dear Jenty Sir,

It was a great working with you on this Kerala state pool campus drive initiative. I am very happy to share the final list of selections with you. Out of 300 students who got selected for the interviews, 258 candidates appeared for the same and we have 119 final selections for the offer release and another 38 profiles are on hold.

Students those who are listed in selected list can be blocked for any other future drives and the candidates those who are on hold can be given an opportunity with the other companies also, as we will need to discuss and see the ratio of other offer acceptances, this will be decided after the 30 days from the first batch offer release date.

Those who have got selected for the offer (119 Students) are scored more than 70% in both Gen Aptitude and QUIA and cleared our technical panel interviews.

We will be rolling out these offers starting from 8th Nov. 2021. (As we have festival leaves and other leaves on next week many of our TA team members on leave, so this has been pushed to 8th Nov.)

Once again, thanks a ton for all your help and cooperation during this transactions.

Thanks and Regards

**Final Selection List - Keral Pool Campus Drive.xlsx**

19K

SSET <sset@scmsgroup.org>

Thu, Oct 28, 2021 at 10:03 AM

To: jeslinmerin@gmail.com, bhavyajinaraj@gmail.com, vaibhavnair008@gmail.com, m.yasee33@gmail.com, meeranandanam99@gmail.com, johandanavil@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

Dear Student,

Congratulations on being placed with Marlabs. Kindly share the offer letter as and when you receive the same from the company.

Kindly find the list attached.

Thanks
Placement cell.

[Quoted text hidden]

**Final Selection List - Keral Pool Campus Drive.xlsx**

19K

Sl.No.	Email	Name
1	anaghamenon47@gmail.com	Anagha S Menon
2	eliasthambi@gmail.com	ELIAS THAMBI
3	akhilasarasam@gmail.com	Akhila Sara Sam
4	gokulgs2711@gmail.com	Gokul G.S. Nair
5	habeelalk@gmail.com	Habeel Latheef
6	mohammed.rohan.pm@gmail.com	Mohammed Rohan P M
7	krishnapc2k@gmail.com	Krishnaprasad C
8	arjuns@ieee.org	ARJUN S
9	rithula258@gmail.com	Rithula N Ebrahim
10	abhikgram2000@gmail.com	ABHIRAM.K.G.
11	gracethattil01@gmail.com	Grace Thattil
12	parvathyujjain@gmail.com	Parvathy S Menon
13	aswathymeria@gmail.com	Aswathy Meria Peter
14	krishnanunnijvm@gmail.com	J Krishnanunni
15	p2nthegame@gmail.com	Puthin Kumar T
16	merlin.chikku4556@gmail.com	MERLIN MARIA THOMAS
17	anjaliijnair902@gmail.com	Anjaly j nair
18	mlindakj@gmail.com	Linda Maria K J
19	abhimanaujayan@gmail.com	ABHIMANEU K J
20	anaghasreekumar001@gmail.com	Anagha sreekumar
21	jeslinmerin@gmail.com	Jeslin Merin Sajeev
22	richy.thampi26@gmail.com	Richy Thampi
23	bhavyajinaraj@gmail.com	Bhavya Jinaraj
24	parumulavana25@gmail.com	Parvathy S
25	ryanmariasunil31@gmail.com	Ryan Maria Sunil
26	aryaandrews17@gmail.com	Arya Andrews
27	alanvazhapilly765@gmail.com	Alan Antony V F
28	thomassiby1@gmail.com	Thomas Siby
29	ziyafathimarszzz@gmail.com	Ziya Fathima
30	amruthanair3120@gmail.com	NAIR AMRUTHA PRAKASAN
31	salwa.firoz@ieee.org	Salwa Firoz C M
32	vaibhavnair008@gmail.com	Vaibhav Nair
33	aleenasarav@gmail.com	ALEENA SARA VARGHESE
34	richureshu@gmail.com	RICHARD T S
35	sanjanaprasad40536@gmail.com	Sanjana Prasad
36	akshaygd1025@gmail.com	Akshay Ram M
37	aparnarmohanam@gmail.com	Aparna R
38	nair.amitha27@gmail.com	Amitha A Nair
39	shivshankarnath@gmail.com	SHIV SHANKAR NATH
40	sajithsajan@gmail.com	SAJITH SAJAN KOSHY
41	lavanyanambiar2000@gmail.com	Lavanya EV
42	fathimamirzaps@gmail.com	Fathima Mirza P S
43	susanipekovoov@gmail.com	SUSAN IPE KOVOOR
44	vishnu.jairaj.n@gmail.com	VISHNU J NAMPOOTHIRI
45	shafnanoormuhammed@gmail.com	Shafna N
46	adithyanofficial@gmail.com	ADITHYA MOHAN

47	jenisabenjamin11@gmail.com	Jenisa Elma Benjamin
48	aneenaann06@gmail.com	ANEENA ANN BABU
49	anjususansimon@gmail.com	Anju Susan Simon
50	lekshmividyadharan699@gmail.com	LEKSHMI THADATHIL VIDYADHARAN
51	a8swarya19@gmail.com	AiswaryaLakshmi M
52	achumeghu@gmail.com	P S Harsha
53	hannahanniejohn@gmail.com	LIA ANNIE JOHN
54	lakshmipriyamin@gmail.com	Lakshmipriya K A
55	raizak004@gmail.com	RAIZA KHALID
56	mariabennykottalil25@gmail.com	Maria Benny Kottalil
57	namitha25112000@gmail.com	NAMITHA TOM
58	m.yasee33@gmail.com	Mohammad Yaseen
59	utharavijayan2000@gmail.com	UTHARA CHAKKUNGAL VIJAYAN
60	radhikaramsha2001@gmail.com	Sharma Radhika Ramesh
61	edwinjoy.official@gmail.com	EDWIN T JOY
62	thejusdileep28@gmail.com	THEJUS DILEEP
63	adityakris@gmail.com	ADITYA KRISHNAN
64	sidharthnair07@gmail.com	Sidharth Nair
65	nimamohi99@gmail.com	NIMA MOIDEEN
66	siangijo00@gmail.com	SIAN GIJO
67	ldevikrishna123@gmail.com	Devikrishna L
68	parvathyi652@gmail.com	PARVATHY I
69	im.gautham.krish@gmail.com	GAUTHAM KRISHNA S
70	sreyasunil86@gmail.com	SREYA S
71	dineshakshay14@gmail.com	Akshay Dinesh
72	adithyakaringalil@gmail.com	Adithya Anil
73	arathikr956@gmail.com	ARATHI K.R.
74	darwinpsunny@gmail.com	DARWIN P SUNNY
75	meghnarnpillai@gmail.com	MEGHNA NAIR
76	adarshvsanthosh@gmail.com	ADARSH V S
77	hridaya2420@gmail.com	Hridaya U Mallia
78	roshnistuvert@gmail.com	Roshni Stuvvert
79	aiswaryaantony007@gmail.com	AISWARYA ANTONY
80	liyaantony27@gmail.com	LIYA ELSA ANTONY
81	akshadhapprabhu@gmail.com	Akshadha P Prabhu
82	anntresaroy20@gmail.com	ANN TRESA ROY
83	krishnarajeev2000@yahoo.com	Krishna Rajeev
84	krishnanunnisunilofficial@gmail.com	Krishnanunni Sunil
85	bijuakhil555@gmail.com	AKHIL B
86	fahmidha21@gmail.com	Fahmidha Nelliyei
87	amiteswarya00@gmail.com	Amiteswary A Nair
88	devikaanair1700@gmail.com	Devika A Nair
89	devikarajeshs2000@gmail.com	S. Devika Rajesh
90	vishnuprasadmenon@gmail.com	Vishnuprasad Kalleparambil
91	akhilraj2106@gmail.com	Akhil Raj
92	zaruf049@gmail.com	MUHAMMAD ZARUF C
93	meeranandanam99@gmail.com	Meera Rajendran

94	nandanavisakh20@gmail.com	B. Nandana
95	abhiramabhi2730@gmail.com	Abhiram T
96	johandanavil@gmail.com	P John Zachariah
97	sandrapramod20@gmail.com	Sandra Pramod
98	dennisvadakkedam@gmail.com	DENNIS M VADAKKEDAM
99	alignagith@gmail.com	ALIGN ELSA AGITH
100	shafna20ashraf@gmail.com	Shafna
101	akshathakennedy2000@gmail.com	A Akshatha
102	rijinthomas50@outlook.com	Rijin Thomas G.
103	roshnirajanks@gmail.com	ROSHNI P
104	abhijithmanoj72@gmail.com	Abhijith M K
105	arkot2000@gmail.com	Arvin Luke Kottarathil
106	abhijithshaji2018@gmail.com	Abhijith Shaji
107	anjanavm2000@gmail.com	Anjana V M
108	gayathrim1805@gmail.com	GAYATHRY MS
109	mr.zain1313@gmail.com	MOHAMMED ZAIN
110	devika.thankachy@acetvm.com	DEVIKA THANKACHY G S
111	aswathsuresh369@gmail.com	ASWATH SURESH
112	christy.sj1822@saintgits.org	CHRISTY JOSEPH SASTHAMCHIRAYIL
113	aneetaaaron@gmail.com	Aneeta Aniyan
114	nasrinjabar003@gmail.com	Nasrin Jabar
115	rehanpulickal@gmail.com	Rehan Thomas
116	chrestic422@gmail.com	Christi Thomas
117	amrithasreekumar34@gmail.com	AMRITHA S
118	ashwinsabu2000@gmail.com	ASHWIN SABU
119	binittavarghese1@gmail.com	Binitta Varghese

College Name	Status
Government Engineering College Bartonhill	Selected
Adi Shankara Institute of Engineering and Technology	Selected
College of Engineering Chengannur	Selected
Mar Baselios College of Engineering and Technology	Selected
MES College of Engineering, Kuttippuram	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
Adi Shankara Institute of Engineering and Technology	Selected
Adi Shankara Institute of Engineering and Technology	Selected
Adi Shankara Institute of Engineering and Technology	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
Sreepathy Institute of Management and Technology	Selected
Toc H institute of Science and Technology	Selected
Mar Baselios College of Engineering and Technology	Selected
Albertian Institute Of Science And Technolog	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Mangalam college of engineering, Ettumanoor	Selected
Mar Baselios College of Engineering and Technology	Selected
Adi Shankara Institute of Engineering and Technology	Selected
Toc H institute of Science and Technology	Selected
SCMS School of Engineering and Technology	Selected
Mar Baselios Christian College of Engineering and Technology, Peermade	Selected
SCMS School of Engineering and Technology	Selected
College Of Engineering Perumon	Selected
St. Joseph's college of engineering and technology, Palai	Selected
Rajagiri School of Engineering & Technology	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
College Of Engineering Thalassery	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
Sree Chitra Thirunal College of Engineering	Selected
SCMS School of Engineering and Technology	Selected
Muthoot Institute of Technology and Science	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
Mar Baselios College of Engineering and Technology	Selected
Sree Chitra Thirunal College of Engineering	Selected
Rajagiri School of Engineering & Technology	Selected
College of Engineering Karunagappally	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
College of Engineering. Pathanapuram	Selected
Government College of Engineering, Kannur	Selected
Muthoot Institute of Technology and Science	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Ahalia School of Engineering and Technology	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected

College of Engineering Chengannur	Selected
Muthoot Institute of Technology and Science	Selected
Amal Jyothi College of Engineering, Kanjirappally	Selected
Vidya Academy of Science and Technology, Thrissur	Selected
Mar Baselios Institute of Technology and Science	Selected
Mar Baselios College of Engineering and Technology	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Toc H institute of Science and Technology	Selected
St Thomas College of engineering and technology, sivapuram	Selected
Ilahia College of Engineering and Technology	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
SCMS School of Engineering and Technology	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
Vidya Academy of Science and Technology, Thrissur	Selected
JYOTHI ENGINEERING COLLEGE	Selected
COLLEGE OF ENGINEERING THALASSERY	Selected
Adi Shankara Institute of Engineering and Technology	Selected
Government College of Engineering, Kannur	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Government Engineering College Bartonhill	Selected
NSSCE	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
NSSCE	Selected
Government Engineering College Kozhikode	Selected
College of Engineering Chengannur	Selected
Mar Baselios College of Engineering and Technology	Selected
Vidya Academy of Science and Technology, Thrissur	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
Adi Shankara Institute of Engineering and Technology	Selected
Mar Baselios College of Engineering and Technology	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Government Engineering College Kozhikode	Selected
Ahalia School of Engineering and Technology	Selected
SREE BUDDHA COLLEGE OF ENGINEERING, PATTOOR	Selected
MES College of Engineering, Kuttippuram	Selected
College of Engineering, Attingal, Trivandrum	Selected
Mar Baselios College of Engineering and Technology	Selected
Marian Engineering College, Trivandrum	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
College Of Engineering Perumon	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
SCMS School of Engineering and Technology	Selected

College of Engineering Chengannur	Selected
College Of Engineering Perumon	Selected
SCMS School of Engineering and Technology	Selected
St. Joseph's college of engineering and technology, Palai	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
JYOTHI ENGINEERING COLLEGE	Selected
Mangalam college of engineering, Ettumanoor	Selected
Rajagiri School of Engineering & Technology	Selected
SREE BUDDHA COLLEGE OF ENGINEERING, PATTOOR	Selected
Amal Jyothi College of Engineering, Kanjirappally	Selected
Amal Jyothi College of Engineering, Kanjirappally	Selected
Government College of Engineering, Kannur	Selected
St. Joseph's college of engineering and technology, Palai	Selected
College Of Engineering Perumon	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
ACE College of Engineering	Selected
Adi Shankara Institute of Engineering and Technology	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
College Of Engineering Perumon	Selected
Albertian Institute Of Science And Technology	Selected
College of Engineering Chengannur	Selected
UKF College of Engineering & Technology	Selected
NSSCE	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Amal Jyothi College of Engineering, Kanjirappally	Selected

Sl. No	Email	Name
1	anujoserose@gmail.com	Anju Jose
2	abhinavsj2000@gmail.com	Abhinav S J
3	akshayrkofficial@gmail.com	Akshay R K
4	justinkurian543@gmail.com	Justin Kurian
5	abhiramisivaraj@gmail.com	ABHIRAMI S
6	keethu8899@gmail.com	KEERTHANA A
7	gokulgs2000@gmail.com	GOKUL G S
8	anaghabiju2000in@gmail.com	Anagha Biju
9	akashkp107@gmail.com	AKASH K P
10	antonyshonkj@gmail.com	Antony Shon K. J
11	jishnutkkpm2@gmail.com	JISHNU T K
12	harshaks116@gmail.com	Harsha K S
13	ashwinichandran777@gmail.com	Ashwini Chandran
14	josemi Josejo@gmail.com	Josemi Jose
15	athirabaiju7894@gmail.com	Athira. B
16	hibatirur@gmail.com	Hiba T
17	noblesam321@gmail.com	NOBLE SAM
18	vaishnavi99kunnampilly@gmail.com	Vaishnavi K
19	jain.vargheseml@gmail.com	Jain Varghese
20	aganshabaijupallipat@gmail.com	Agansha Baiju
21	veldasrdurai72@gmail.com	VELDAS R DURAI
22	keziahelenbabu0615@gmail.com	KEZIA HELEN BABU
23	suzaineayickal@gmail.com	SUZAINA AYICKAL
24	gayathripramod64@gmail.com	GAYATHRI PRAMOD
25	gourideepa1001@gmail.com	Gouri D
26	hadianow@gmail.com	Hadia Nowshad
27	devikamenon1405@gmail.com	Devika Menon
28	muhammadmoleri@gmail.com	MUHAMMAD MOLERI
29	pranavraki@gmail.com	Pranav Ramakrishnan
30	sreekrishnavlm@gmail.com	SREEKRISHNA A
31	prinsedas@gmail.com	Prinse Judit Das
32	stellamolsabu01@gmail.com	STELLAMOL SABU
33	anjali peter257@gmail.com	Anjali Peter
34	krishnareghu2018@gmail.com	Krishna Priya R
35	amithaks142000@gmail.com	Amitha K S
36	sauravkrishna831@gmail.com	K V Sauvra Krishna
37	adithya3099@gmail.com	ADITHYA S RENU
38	nivanjanapramod23@gmail.com	NIVANJANA VV

College Name	Interview Status
Government College of Engineering, Kannur	On Hold
Sree Chitra Thirunal College of Engineering	On Hold
Government Engineering College Idukki	On Hold
Vimal Jyothi Engineering College	On Hold
NSSCE	On Hold
Federal Institute of Science and Technology (FISAT), Angmaly	On Hold
Mar Baselios College of Engineering and Technology	On Hold
Toc H institute of Science and Technology	On Hold
Government College of Engineering, Kannur	On Hold
Toc H institute of Science and Technology	On Hold
College of Engineering Trikaripur	On Hold
JYOTHI ENGINEERING COLLEGE	On Hold
COLLEGE OF ENGINEERING KALLOOPPARA	On Hold
CHRIST COLLEGE OF ENGINEERING	On Hold
College Of Engineering Perumon	On Hold
Government Engineering College Idukki	On Hold
NSSCE	On Hold
Sahrdaya College of Engineering & Technology	On Hold
CHRIST COLLEGE OF ENGINEERING	On Hold
CHRIST COLLEGE OF ENGINEERING	On Hold
Govt Engineering College Wayanad	On Hold
Muthoot Institute of Technology and Science	On Hold
Federal Institute of Science and Technology (FISAT), Angmaly	On Hold
Rajiv Gandhi Institute of Technology, Kottayam	On Hold
Marian Engineering College, Trivandrum	On Hold
Colleen Of Engineering Thalassery	On Hold
Rajagiri School of Engineering & Technology	On Hold
Govt Engineering College Wayanad	On Hold
SCMS School of Engineering and Technology	On Hold
NSSCE	On Hold
Vimal Jyothi Engineering College	On Hold
Mar Baselios Institute of Technology and Science	On Hold
Thejus Engineering College, Vellarakkad, Thrissur	On Hold
COLLEGE OF ENGINEERING ADOOR	On Hold
LBS College of Engineering Kasaragod	On Hold
College Of Engineering Poonjar	On Hold
SREE BUDDHA COLLEGE OF ENGINEERING, PATTOOR	On Hold
Government College of Engineering, Kannur	On Hold



sset last name <sset@scmsgroup.org>

Campus Recruitment Request || Primenumbers Technologies

3 messages

Tara Chetry <tara@primenumbers.in>

Wed, Oct 6, 2021 at 4:59 PM

To: jayanand@scmsgroup.org, sset@scmsgroup.org

Cc: Sandeepan Jindal <sandeepan@primenumbers.in>, Gaurav Bhati <gaurav@primenumbers.in>

Hi team,

This is with regards to the subject line, we **Primenumbers Technologies** Pvt. Ltd. would be interested in conducting a recruitment drive in your college for students who are currently pursuing **Btech and BE (CS and IT Branch only)** for **"Web Analyst Programmer"**

Kindly find the job description along with the compensation, skills required, and company details attached below.

Revert us with your interest to take the process forward.

Feel free to reach out in case of any queries.

--

Warm Regards,

Tara Chetry
Recruitment Manager
Cell: +919972503004



2 attachments**About Primenumbers (4) (1).pdf**

68K

**JD- WAP .pdf**

50K

SSET <sset@scmsgroup.org>

Wed, Oct 6, 2021 at 5:09 PM

To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

2 attachments**About Primenumbers (4) (1).pdf**

68K

**JD- WAP .pdf**

50K

Jayanand B <jayanand@scmsgroup.org>

Thu, Oct 7, 2021 at 9:26 AM

To: Tara Chetry <tara@primenumbers.in>

Cc: SSET <sset@scmsgroup.org>, Sandeepan Jindal <sandeepan@primenumbers.in>, Gaurav Bhati <gaurav@primenumbers.in>

Dear Madam,

Greetings from SCMS School of Engineering and Technology.

We are really thrilled to hear from you about your interest in conducting campus recruitment in our campus. We have a very good pool of brilliant students fitting to your JD. Most welcome to our campus.

Thanks and Regards,

Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Ernakulam.

[Quoted text hidden]



27th October, 2021

Internship Offer Letter

Dear **Abhijith Krishna E R**,

We are pleased to offer you the position of **Web Analyst Programmer Intern** with Primenumbers Technologies Pvt Ltd (the "Company") on the following terms and conditions:

1. Commencement of Your Internship

Your employment will be effective as of **28th October 2021**. Once employed by the Company, you shall devote your **four hours** of business time, skill, and attention to the performance of your duties on behalf of the Company. You will devote your efforts to the interests of the Company as set forth in the preceding sentence and will not engage in other employment or in any activities detrimental to the interests of the Company.

You will be on an internship for six calendar months from the date of your joining. Your working days shall be **Monday-Friday**

2. Job Title

Your job title will be **Web Analyst Programmer Intern** and you will initially report to **Gaurav Bhati, Director**.

3. Compensation

- Salary. The Company agrees to pay you a monthly fixed stipend of **Rs 12,000** (INR) payable as earned in accordance with the Company's customary payroll practices.
- Benefits. You will be eligible to participate in regular employee benefit plans established by the Company for its employees from time to time on substantially the same terms as are made available to employees of the Company generally. The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.
- Expenses. The Company will reimburse you for all reasonable and necessary expenses incurred by you in connection with the Company's business, in accordance with any applicable policy established by the Board from time to time.

4. Nature of Duties

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

5. Company Property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to the relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company. Please be sure to complete the Asset Assignment form after receipt of any Company assets.

6. Borrowing or Accepting Gifts

You will not borrow or accept any money, gift, reward, or compensation for your personal gains from, or otherwise, place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.



7. Termination

- a. The Company, without any reason, can terminate your appointment by giving you not less than one (1) month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean the basic salary.
- b. You may terminate your employment with the Company, without any cause, by giving no less than two (2) months prior notice.
- c. The Company reserves the right to terminate your employment summarily without any notice period or termination payment if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.
- d. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

8. Confidential Information

- a) You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents, and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business, technologies, business processes, campaigns, marketing, strategies of any kind, and that of its customers which is not available to the general public and which may be learned by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawings, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- b) At no time, will you remove any Confidential Information from the office without permission.
- c) Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
- d) Breach of the conditions of this clause or the CIA will render you liable to summary dismissal "for cause" under clause above in addition to any other remedy the Company may have against you in law.

9. Governing Law & Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes will be subject to the jurisdiction of Karnataka High Court, Bangalore.

10. Acceptance of This Offer

This offer shall expire on **27th October 2021** and is contingent on a positive response from your references, a copy of which is attached for your review as Exhibit A.

Please indicate your acceptance of the foregoing terms by signing this letter where indicated below and returning it to me.



I am delighted that you will be joining our team and I am looking forward to working with you.

Very truly yours,

Sandeepan Jindal – Director
Primenumbers Technologies Pvt. Ltd.

AGREED TO AND ACCEPTED BY:

Name -Abhijith Krishna Date



sset last name <sset@scmsgroup.org>

Fwd: CAMPUS DRIVE FOR QuEST Global 2021-2022

2 messages

George Joseph <georgejoseph@scmsgroup.org>

Mon, Sep 13, 2021 at 3:23 PM

To: Jayanand B <jayanand@scmsgroup.org>

Cc: Lakshmi Mahesh <lakshmimahesh@scmsgroup.org>, sset last name <sset@scmsgroup.org>

Dear Sir,

Please take this forward from here, please include MCA and IMCA students of Muttom campus also, please be in touch with Lakshmi Ma'am, I have shared with you her number as well.

You could be a single point of contact.

Rgds,

george joseph
Placements

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

From: **Futuremug** <info@futuremug.com>

Date: Mon, Sep 13, 2021 at 3:00 PM

Subject: CAMPUS DRIVE FOR QuEST Global 2021-2022

To: <georgejoseph@scmsgroup.org>



Greetings from futuremug!

We are very excited to inform you that futuremug will be handling the on campus drive on behalf of QuEST Global in the year 2021 - 2022.

The first batch recruitment process of 2022 pass out students will be happening on last week this September. So, we would like to invite your college into this process.

CRITERIA:

- ✓ **2022 pass-outs**
- ✓ **Should have obtained minimum 60% percentage in 10th, 12th**
- ✓ **Should have obtained 65% in B.Tech**
- ✓ **(CSE/IT/ECE/EEE/AEI) or MCA till now**
- ✓ **No current back papers.**



If your college has interested students matching the above criteria who are immediately available this month for the assessment, please contact us directly in the following number.



Sneha S
9947276725

futuremug
Trivandrum

**This email was sent to georgejoseph@scmsgroup.org
You've received this email because you've subscribed to our newsletter.**

[View in browser](#) | [Unsubscribe](#)

SSET <sset@scmsgroup.org>

To: Jayanand B <jayanand@scmsgroup.org>

Mon, Sep 13, 2021 at 4:06 PM

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Re: QuEST Global On Campus Drive

5 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Tue, Oct 12, 2021 at 2:21 PM

To: sneha@futuremug.co.in

Cc: "ssset@scmsgroup.org" <ssset@scmsgroup.org>, "roopesh@futuremug.com" <roopesh@futuremug.com>, "binoy@futuremug.co.in" <binoy@futuremug.co.in>, Rahul Dixit <Rahul.Dixit@quest-global.com>, "jeena@futuremug.co.in" <jeena@futuremug.co.in>, Jayanand B <jayanand@scmsgroup.org>, SSET <sset@scmsgroup.org>

Dear Sneha,

Thanks for the email. I have moved as HoD of CSE department and I am copying the new placement officer Dr. Jayanand. He will do the needful.

Regards,
Varun

On Tue, Oct 12, 2021 at 12:54 PM <sneha@futuremug.co.in> wrote:

Hi Mr. Varun,

Hope you are doing good. Please share the details(full name, phone number, email id, whatsapp number, branch, number of backpaper, CGPA till now, 10th & 12th percentage) of the candidates in your college matching the criteria **(60% percentage in 10th, 12th & 65% in BTech (CSE/IT/ECE/EEE/AEI) & MCA till now with maximum 2 back papers. The back paper should be cleared before joining or else the employment stands cancel).** We will verify the list and let you know the date and time of the assessment.

Have a great day!

Thanks & Regards



--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier

Series Editor - IEEE Transactions on Intelligent Transportation Systems

Series Editor - IEEE Communications Standards Magazine

Technical Editor - Computer Communications Journal, Elsevier

Associate Editor - Alexandria Engineering Journal, Elsevier

Associate Editor - IET Networks

Associate Editor - IET Quantum Communications

Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

Tue, Oct 12, 2021 at 3:10 PM

To: Lakshmi Mahesh <lakshnimahesh@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, Oct 12, 2021 at 3:32 PM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, Abhirami C A <abhianil032@gmail.com>, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathy2000@ieee.org, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, Diya Jolly <diyajolly29072000@gmail.com>, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandanavil@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuaajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, abhishekn4454@gmail.com, adithyan739@gmail.com, aijojohn99@gmail.com, akhilmadhu81@gmail.com, akshayanil16@gmail.com, 07anaghaajayan@gmail.com, anurajendrannp1999@gmail.com, anannyanimalan@gmail.com, angel1998sunny@gmail.com, anjuanjali22132@gmail.com, ardraprasad1999@gmail.com, Athiravenugopal128@gmail.com, chithu00keloth@gmail.com, gayathriramachandran007@gmail.com, himavijay2@gmail.com, jinsxaviour@gmail.com, joepaulppoulouse75940@gmail.com, malavikanm99@gmail.com, mariyaac1999@gmail.com, merlinelsa555@gmail.com, muhammedsajidms369@gmail.com, reshmacmenon19@gmail.com, sandramohan1998@gmail.com, sarathkrishnan367@gmail.com, shilpasreedharan23@gmail.com, shimasunilkumar@gmail.com, lechu4646@gmail.com, srutheeshnaunni@gmail.com, vanikalangara@gmail.com, aishwaryacp2@gmail.com, alee66joseph@gmail.com, angelmariyababulib@gmail.com, jefsonjacob98@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

Dear student,

Kindly follow the eligibility criteria and fill the required fields by 10. a.m. tomorrow after the stipulated time entries shall not be entertained.

<https://forms.gle/LUEg8BYNswtwDQiYA>

Msg from Quest Global....

Hope you are doing good. Please share the details of the candidates in your college matching the criteria (**60% percentage in 10th, 12th & 65% in BTech (CSE/IT/ECE/EEE/AEI) & MCA till now with maximum 2 back papers. The back paper should be cleared before joining or else the employment stands cancel**). We will verify the list and let you know the date and time of the assessment.

sneha@futuremug.co.in <sneha@futuremug.co.in>

Tue, Oct 12, 2021 at 3:37 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: "roopesh@futuremug.com" <roopesh@futuremug.com>, "binoy@futuremug.co.in" <binoy@futuremug.co.in>, "jeena@futuremug.co.in" <jeena@futuremug.co.in>, Jayanand B <jayanand@scmsgroup.org>

Hi Mr. Jayanand,

Hope you are doing good. Please share the details(full name, phone number, email id, whatsapp number, branch, number of backpaper, CGPA till now, 10th & 12th percentage) of the candidates in your college matching the criteria (60% percentage in 10th, 12th & 65% in BTech (CSE/IT/ECE/EEE/AEI) & MCA till now with maximum 2 back papers. The back paper should be cleared before joining or else the employment stands cancel). We will verify the list and let you know the date and time of the assessment.

Have a great day!

Thanks & Regards



----- Original Message -----

Subject: Re: QuEST Global On Campus Drive

From: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>

Date: 10/12/21 1:51 am

To: "sneha@futuremug.co.in" <sneha@futuremug.co.in>

Cc: "ssset@scmsgroup.org" <ssset@scmsgroup.org>, "roopesh@futuremug.com" <roopesh@futuremug.com>, "binoy@futuremug.co.in" <binoy@futuremug.co.in>, "Rahul Dixit" <Rahul.Dixit@quest-global.com>, "jeena@futuremug.co.in" <jeena@futuremug.co.in>, "Jayanand B" <jayanand@scmsgroup.org>, "SSET" <sset@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Oct 13, 2021 at 1:12 PM

To: sneha@futuremug.co.in

Cc: "roopesh@futuremug.com" <roopesh@futuremug.com>, "binoy@futuremug.co.in" <binoy@futuremug.co.in>, "jeena@futuremug.co.in" <jeena@futuremug.co.in>, Jayanand B <jayanand@scmsgroup.org>

Dear Sir/Madam,

Please find the list of interested candidates for the placement drive from the SCMS Engineering section and the Management section

Thanks and regards.

Prof (Dr) Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Karukutty, Ernakulam, Kerala.
Mob : 9447442427
Email : jayanand@scmsgroup.org

[Quoted text hidden]

4 attachments

untitled
135K



 **SCMS School of Engineering & Technology.xlsx**
22K

 **Quest Global Tracker.xlsx**
19K

 **Quest Global.xlsx**
22K



Letter of Intent

Doc Ref. No.: QC20210204

Date of Issue: 29th October 2021

Dear Amin Safeeq Ahammed ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (CTC)		3,00,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

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Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli,
Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Letter of Intent

Doc Ref. No.: QC20210228

Date of Issue: 29th October 2021

Dear Bhavya Jinaraj ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

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www.quest-global.com



***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (CTC)		3,00,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

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Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

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Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
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- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

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Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Letter of Intent

Doc Ref. No.: QC20210196

Date of Issue: 29th October 2021

Dear Gracious Baby ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
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This offer of employment is subject to successful completion of:

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- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

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(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
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(P) TOTAL COST TO COMPANY (CTC)		3,00,000

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QuEST Global Engineering Services Private Limited

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Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

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QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

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Letter of Intent

Doc Ref. No.: QC20210197

Date of Issue: 29th October 2021

Dear NEERAJ M ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

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Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (CTC)		3,00,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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Letter of Intent

Doc Ref. No.: QC20210227

Date of Issue: 29th October 2021

Dear Nimisha kuriachan ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

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We eagerly look forward to welcome you at QuEST.

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For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

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Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
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(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (CTC)		3,00,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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Letter of Intent

Doc Ref. No.: QC20210225

Date of Issue: 29th October 2021

Dear P John Zachariah ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

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Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
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(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (CTC)		3,00,000

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Letter of Intent

Doc Ref. No.: QC20210199

Date of Issue: 29th October 2021

Dear Parvathy Vinod ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

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We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

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(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
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(I) PF	1,800	21,600
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(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
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(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (CTC)		3,00,000

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Letter of Intent

Doc Ref. No.: QC20210202

Date of Issue: 29th October 2021

Dear Rachna Mathews ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
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For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

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(E) Food Coupon	-	-
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(P) TOTAL COST TO COMPANY (CTC)		3,00,000

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Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

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QuEST Global Engineering Services Private Limited

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Letter of Intent

Doc Ref. No.: QC20210203

Date of Issue: 29th October 2021

Dear Sanjana Varghese ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

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***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (CTC)		3,00,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

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Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

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Letter of Intent

Doc Ref. No.: QC20210272

Date of Issue: 29th October 2021

Dear Telvin K T ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

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Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (CTC)		3,00,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

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Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
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- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

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www.quest-global.com



Letter of Intent

Doc Ref. No.: QC20210201

Date of Issue: 29th October 2021

Dear THASNI C A ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

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(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
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(P) TOTAL COST TO COMPANY (CTC)		3,00,000

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sset last name <sset@scmsgroup.org>

TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

18 messages

Jesto Raphael <jesto.r@tcs.com>

Fri, Jul 23, 2021 at 12:08 PM

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

Dear Sir/Madam,

Greetings from TCS!

The banner features the TCS logo and the text 'TCS Careers' in the top left. On the right, a man in a light blue shirt is smiling while looking at a laptop. The background is dark with abstract geometric shapes in shades of purple and pink. The text 'Building on belief' is in the top right corner. The main headline reads 'We're building greater futures' followed by 'Registrations open for TCS Ninja Hiring'. Below this, a list of details is provided: 'Inviting YoP- 2022 engineering graduates to start big', 'Registration end date: 15th August 2021', 'Link: <https://on.tcs.com/3rbqRLz>', 'Test Date: 30th August onwards', 'Eligibility: B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc', and 'Spread the word'.

tcs Careers Building on belief

We're building greater futures

Registrations open for TCS Ninja Hiring

Inviting YoP- 2022 engineering graduates to start big

Registration end date:
15th August 2021

Link: <https://on.tcs.com/3rbqRLz>

Test Date: 30th August onwards

Eligibility: B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc

Spread the word

Link to Register: <https://on.tcs.com/2UNpp6g>Registration end date : 15th August 2021

Thanks and Regards
Jesto Raphael
Talent Acquisition Group- Kerala
TATA Consultancy Services
TCS Centre SEZ Unit,
Infopark PO,
Kochi - 682042
India

Mailto: jesto.r@tcs.comWebsite: <http://www.tcs.com>

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SSET <sset@scmsgroup.org>

Fri, Jul 23, 2021 at 12:18 PM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:03 PM

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshaik658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanraj@gmail.com, aswathypn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsoud77@gmail.com, thasnic2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **havigovinds2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Final-Recipient: rfc822; havigovinds2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **sreeparvathink@yahoo.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled (554.30).

Final-Recipient: rfc822; sreeparvathink@yahoo.com

Action: failed

Status: 5.0.0

Remote-MTA: dns: mta7.am0.yahoodns.net. (67.195.228.106, the server for the domain yahoo.com.)

Diagnostic-Code: smtp; 554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled

(554.30).

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmatthew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fashnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuanthony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohitv47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:05 PM

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavioldavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunjr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmoht123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadhr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavayashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

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

From: Jestto Raphael <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:06 PM

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaruraj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujaluluju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekravabhu@gmail.com, achintprakash008@gmail.com,

ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohithshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

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

From: **Jesto Raphael** <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:06 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **abhijiithus04@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Final-Recipient: rfc822; abhijiithus04@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinn@gmail.com, mohammedyasinn@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadthuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com,

gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com
Cc:
Bcc:
Date: Sat, 24 Jul 2021 12:06:58 +0530
Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations
----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **raghuram_2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Final-Recipient: rfc822; raghuram_2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinn@gmail.com, mohammedyasinn@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **geethapvmtr@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Final-Recipient: rfc822; geethapvmtr@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanaf7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmarca@gmail.com, naveenmuttath@gmail.com, nesmaipalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM

Address not found



Your message wasn't delivered to **rfasu8@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Final-Recipient: rfc822; rfasu8@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuttath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:14 PM

To: amal.messi7@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, ABHIRAMSHIVANI@gmail.com, abhiram2001@gmail.com, abhiroopchandran2000@gmail.com, deepasureshnambiar@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, pnmahesh69@rediffmail.com, xavieralbert33@gmail.com, tomv04@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames99@rediffmail.com, amalrafy2000@gmail.com, anakhvalsan215@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjun.ajuz.369@gmail.com, arunraju148@gmail.com, athulprakashan1@gmail.com, athulmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepu10pmonon@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, alfinmartin77@gmail.com

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

From: **Jesto Raphael** <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sun, Jul 25, 2021 at 1:17 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 46 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Last-Attempt-Date: Sun, 25 Jul 2021 00:47:58 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sun, Jul 25, 2021 at 3:17 PM

To: sset@scmsgroup.org



Delivery incomplete

There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 44 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmt

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmt

Last-Attempt-Date: Sun, 25 Jul 2021 02:47:26 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyaugustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudye108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Mon, Jul 26, 2021 at 12:39 PM

Delivery incomplete



There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmtmp

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmtmp

Last-Attempt-Date: Mon, 26 Jul 2021 00:09:38 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviiodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudye108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihalo82latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesaroxx@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Mon, Jul 26, 2021 at 12:43 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Last-Attempt-Date: Mon, 26 Jul 2021 00:13:30 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Tue, Jul 27, 2021 at 1:33 PM

To: sset@scmsgroup.org



Recipient inbox full

Your message couldn't be delivered to **gayathrinishakp@gmail.com**. Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct

452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 01:03:01 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Tue, Jul 27, 2021 at 4:08 PM

To: sset@scmsgroup.org



Recipient inbox full

Your message couldn't be delivered to **2449088@gmail.com**.
Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Final-Recipient: rfc822; 2449088@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 03:38:20 -0700 (PDT)

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

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviotdavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashinoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, niha1082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----



sset last name <sset@scmsgroup.org>

TCS Ninja National Level Mock Test | TCSNQTprep.COM

5 messages

Prabhu Channel B.Tech N <trainers@channelbtech.in>
To: "Channel B.Tech Prabhu" <trainers@channelbtech.in>
Bcc: sset@scmsgroup.org

Fri, Aug 13, 2021 at 9:23 AM

Dear Professor,

For the students appearing for TCS Ninja Drive from Aug 30, we are organizing a **NATIONAL LEVEL MOCK TEST** on **15 Aug 2021**.

Students can enroll for this FREE test here:

<https://tcsnqtprep.com/tcs-ninja-mock-test>

Test timings: (15 Aug 2021)

5:00 pm to 5:40 pm - Numerical Ability (26 Qs)
5:45 pm to 6:15 pm - Verbal Ability (24 Qs)
6:20 pm to 7:10 pm - Reasoning Ability(30Qs)
7:15 pm to 7:30 pm - Programming MCQs (10 Qs)

Last date to register: 15 Aug 2021, 12:00 pm

Kindly share this information with the students.

Results of this exam will be published on 16 Aug 2021, before 10 am here: <https://tcsnqtprep.com/tcs-ninja-mock-test>

Regards

Pragadeeswara Prabhu
Co-Founder,
Channel B.Tech,
Coimbatore, Tamil Nadu.

Mobile:

Prabhu - 9566634509

Balakrishna - 9600558967

Websites:

<https://www.tcsnqtprep.com>

<https://home.channelbtech.in>

Youtube: <https://www.youtube.com/channelbtech>

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 9:24 AM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 9:36 AM

Madam,

PI forward to all 2022 students.

Regards,

Jayanand B

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:19 AM

To: abhisheksuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusel10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunjr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghanaravikumar108@gmail.com, mjroth2000@gmail.com, mohamedaslam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihalo82latheeffmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com, abhisheknambiar8589@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavieralbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalrafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, sreegautham129@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaynambiar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavaya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com

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

From: **Prabhu Channel B.Tech N** <trainers@channelbtech.in>

Date: Fri, Aug 13, 2021 at 9:23 AM

Subject: TCS Ninja National Level Mock Test | TCSNQTTPREP.COM

To: Channel B.Tech Prabhu <trainers@channelbtech.in>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:23 AM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathy2000@ieee.org, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com,

merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandनाविल@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijithus084@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfaslu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, stelvingeorge@yahoo.in, vighnesh.satheesan@gmail.com, yadukris1998@gmail.com, klaiswarya@gmail.com, aiswaryaviswanathan1998@gmail.com, rose.aneesha97@gmail.com, am.anjalianju@gmail.com, ANJANA K R <anjanakr98@gmail.com>, annmariasunny@gmail.com, anupamageorge18@gmail.com, ashi.ashitha04@gmail.com, athulyaharidas97@gmail.com, basilmbinu@gmail.com, devikardas04@gmail.com, fathi221998@gmail.com, jude999.jvm@gmail.com, krishnaunnikrishnan.1995@gmail.com, merrystar96@gmail.com, midhunasadudersanan@gmail.com, parvathysindhus@gmail.com, poojagirish9797@gmail.com, remyavjohn25@gmail.com, shraddharaveendran@gmail.com, sreee1197@gmail.com, thanseeahakk@gmail.com, varsha7667@gmail.com, vyshnavypillai@gmail.com, abibarwin@gmail.com, theckanathagnes@gmail.com, aishwarya.aishu2101@gmail.com, alnadmanjaly10@gmail.com, anjanaragh@gmail.com, aswathysatheeshkumar5@gmail.com, brigitfranciso7@gmail.com, divyabalankhd@gmail.com, julia.koshy@gmail.com, meerasasi11@gmail.com, lamypj666@gmail.com, namithagvr@gmail.com, nayanambenoy@gmail.com, poojakannan80897@gmail.com, rejithaanil@gmail.com, roshnarajeev1997@gmail.com, sidharthharidas1996@gmail.com, srjshine421997@gmail.com, aryaprakash097@gmail.com, jibinlks007@gmail.com, rajalakshmi.raji1999@gmail.com, sajna.sulaiman92@gmail.com, abhishekn4454@gmail.com, adithyan739@gmail.com, aijojohn99@gmail.com, akhilmadhu81@gmail.com, akshayanil16@gmail.com, 07anaghaajayan@gmail.com, anurajendrannp1999@gmail.com, anannyanirmalan@gmail.com, angel1998sunny@gmail.com, anjuanjali22132@gmail.com, ardraprasad1999@gmail.com, Athiravenugopal128@gmail.com, chithu00keloth@gmail.com, gayathriramachandran007@gmail.com, himavijay2@gmail.com, jinsxaviour@gmail.com, joepaulppoulose75940@gmail.com, malavikanm99@gmail.com, mariyaac1999@gmail.com, merlinelsa555@gmail.com, muhammedsajidms369@gmail.com, reshmacmenon19@gmail.com, sandramohan1998@gmail.com, sarathkrishnan367@gmail.com, shilpasreedharan23@gmail.com, shimasunilkumar@gmail.com, lechu4646@gmail.com, srutheeshnaunni@gmail.com, vanikalangara@gmail.com, aiswaryacp2@gmail.com, alee66joseph@gmail.com, angelmariyababulib@gmail.com, jefsonjacob98@gmail.com

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Offer: Computer Consultancy

Ref: TCSL/DT20218125650/Trivandrum

Date: 03/11/2021

Ms. Abhinaya A Menon
Pg7, Pearl Gardens Kadungallore,
Kodimuttam Bus Stop,
Ernakulam-683110,
Kerala.
Tel# -

Dear Abhinaya A Menon,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/DT20218125650

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Abhinaya A Menon
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



Offer: Computer Consultancy

Ref: TCSL/DT20218165486/Trivandrum

Date: 03/11/2021

Mr. Amal A
Vaikkathu (H)Koonammavu,
Post Office,Koonammavu,
Ernakulam-683518,
Kerala.
Tel# -

Dear Amal A,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/DT20218165486

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Amal A
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



Offer: Computer Consultancy

Ref: TCSL/DT20218307451/Trivandrum

Date: 03/11/2021

Mr. Daniel Davis
Kanjiraparambil House Kottekad P.O KutturChurch Road,
Near Kottekad Church,
Thrissur-680013,
Kerala.
Tel# -

Dear Daniel Davis,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/DT20218307451

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Daniel Davis
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



Offer: Computer Consultancy

Ref: TCSL/DT20206669529/Trivandrum

Date: 03/11/2021

Ms. Fahim Fathima K A
Kollamparambil House East Velliyathnadu,
Uc College,
Aluva-683102,
Kerala.
Tel# 91-8086823001

Dear Fahim Fathima K A,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/DT20206669529

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Fahim Fathima K A
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218162878/Trivandrum

Date: 03/11/2021

Mr. Gautham Salim
C2,Cidbi Coronet ApartmentsKannamkulangara,
Koorkenchery,
Thrissur-680007,
Kerala.
Tel# 91-6238608016

Dear Gautham Salim,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218162878

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Gautham Salim
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy
Ref: TCSL/DT20206718594/Trivandrum
Date: 03/11/2021

Ms. Gayathri S
Lakshmi NivasMuthuvatoor,
Chavakkad P.O,
Thrissur-680506,
Kerala.
Tel# 91-9995034504

Dear Gayathri S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20206718594

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Gayathri S
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206942169/Trivandrum

Date: 03/11/2021

Ms. Glory Elizabeth Elias
179 Assisi Nagar,
Karukutty,
Ernakulam-683576,
Kerala.
Tel# -

Dear Glory Elizabeth Elias,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206942169

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Glory Elizabeth Elias Glory Elizabeth Elias
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206850643/Trivandrum

Date: 03/11/2021

Mr. Jithin K V
KallaveettilNiduvaloor,
Near Someshwari Temple,
Taliparamba-670142,
Kerala.
Tel# 91-9747261209

Dear Jithin K V,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206850643

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Jithin K V
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218095654/Trivandrum

Date: 03/11/2021

Mr. Mohammad Yaseen
Yaseen Manzil Kurattikadu,
Mannar,
Alappuzha-689622,
Kerala.
Tel# 0091-8075503255

Dear Mohammad Yaseen,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218095654

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Mohammad Yaseen
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206884963/Trivandrum

Date: 03/11/2021

Mr. Neeraj Sagar
Punnassery House Lokamaleswaram,
Kodungallur,
Kodungallur-680664,
Kerala.
Tel# 91-9961102193

Dear Neeraj Sagar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206884963

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagal PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Neeraj Sagar
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206843160/Trivandrum

Date: 10/11/2021

Mr. Nithin P
Flat No 5d Ev HomesAzad Road,
Kaloor,
Ernakulam-682017,
Kerala.
Tel# -

Dear Nithin P,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206843160

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunnagiri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Nithin P
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218085177/Trivandrum

Date: 03/11/2021

Mr. P John Zachariah
2- B Golden EnclaveKanjikuzhy,
G Mart,
Kottayam-686004,
Kerala.
Tel# -

Dear P John Zachariah,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218085177

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	P John Zachariah
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206669302/Trivandrum

Date: 03/11/2021

Mr. Rahul Mohan
1-F , Gokulam Amrit Retreat, Vivek Nagar K.P Vallon Rd.,
Kadavanthra,
Ernakulam-682020,
Kerala.
Tel# 91-8281171484

Dear Rahul Mohan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206669302

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Rahul Mohan
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218222413/Trivandrum

Date: 03/11/2021

Mr. Rohit Bineesh
NavaneethamJanatharoad,
Puthuppanam,
Vadakara-673105,
Kerala.
Tel# 91-8281475762

Dear Rohit Bineesh,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218222413

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO, Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Rohit Bineesh
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206770060/Trivandrum

Date: 03/11/2021

Mr. Sananth K C
Puthiyapurayil (H)Chepparamba,
Sreekandapuram,
Kannur-670631,
Kerala.
Tel# 91-9447970828

Dear Sananth K C,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206770060

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Sananth K C
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206843181/Trivandrum

Date: 03/11/2021

Ms. Sherin K Aby
Kazhunilathil House Peringole,
Thondippeedika,
Kolenchery-682311,
Kerala.
Tel# 91-8848684219

Dear Sherin K Aby,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206843181

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Sherin K Aby
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218163325/Trivandrum

Date: 03/11/2021

Ms. Shreya Suneel
Smrithi, Plot No: 24Kshb,
Angamaly,
Angamaly-683572,
Kerala.
Tel# 91-6282495374

Dear Shreya Suneel,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218163325

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Shreya Suneel
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206723117/Trivandrum

Date: 03/11/2021

Ms. Silpa Pt
17/680Kodinattumukku,
Olavanna,
Kozhikode-673019,
Kerala.
Tel# 91-9539523829

Dear Silpa Pt,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206723117

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Silpa Pt
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218143641/Trivandrum

Date: 03/11/2021

Ms. Sona Davis
Chalissery Kuttakaran House
Saw Mill Road,
Paravattani,
Thrissur-680005,
Kerala.
Tel# 91-6238262500

Dear Sona Davis,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218143641

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Sona Davis
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206843342/Trivandrum

Date: 03/11/2021

Ms. Sreeparvathi N K
Sree Achutham (H)Parakullam Road, P O Marikunnu,
Near Chevayur Police Station, Ngo Quarters,
Kozhikode-673012,
Kerala.
Tel# -

Dear Sreeparvathi N K,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206843342

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Sreeparvathi N K
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218154129/Trivandrum

Date: 03/11/2021

Mr. Telvin K T

Kuriyappilly House, Aiswarya Road West End ,KothakulamKaitharam P O,
Near Sophia Villa Phase 2,
N Paravur-683519,
Kerala.
Tel# 91-8590309508

Dear Telvin K T,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218154129

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagal PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Telvin K T
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206843146/Trivandrum

Date: 03/11/2021

Mr. Yadu Krishnan P S
Manalezhath House Moothedathkav Road,
Mookambika Temple,
Vaikom-686141,
Kerala.
Tel# 91-9645634911

Dear Yadu Krishnan P S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206843146

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Yadu Krishnan P S
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218157163/Trivandrum

Date: 10/11/2021

Ms. Abhirami C A

Chalakkara Maliyakkal Ccra 30 Kakkanad Po PadamugalChalakkara Maliyakkal Road,
Near Padamugal Up School,
Ernakulam-682030,
Kerala.
Tel# 91-9400180542

Dear Abhirami C A,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218157163

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO, Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TCS Confidential

TCSL/DT20218157163

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Abhirami C A
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206669510/Trivandrum

Date: 10/11/2021

Ms. Anita Martin
Kachappilly House Edakkunnu,
Near Naipunnya Public School,
Angamaly-683576,
Kerala.
Tel# 91-9846453299

Dear Anita Martin,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206669510

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO, Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Anita Martin
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206718552/Trivandrum

Date: 10/11/2021

Ms. Aswathy Rajan
NeelambariNeelambari,Villadom,,
Ramavarmapuram,
Thrissur-680631,
Kerala.
Tel# 91-9567417268

Dear Aswathy Rajan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206718552

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Aswathy Rajan
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



sset last name <sset@scmsgroup.org>

Placement officers Wipro II Launch of Elite NTH Hiring FY'22

5 messages

Dr. Brijesh John <brijeshjohn123@gmail.com>

Thu, Sep 23, 2021 at 7:37 PM

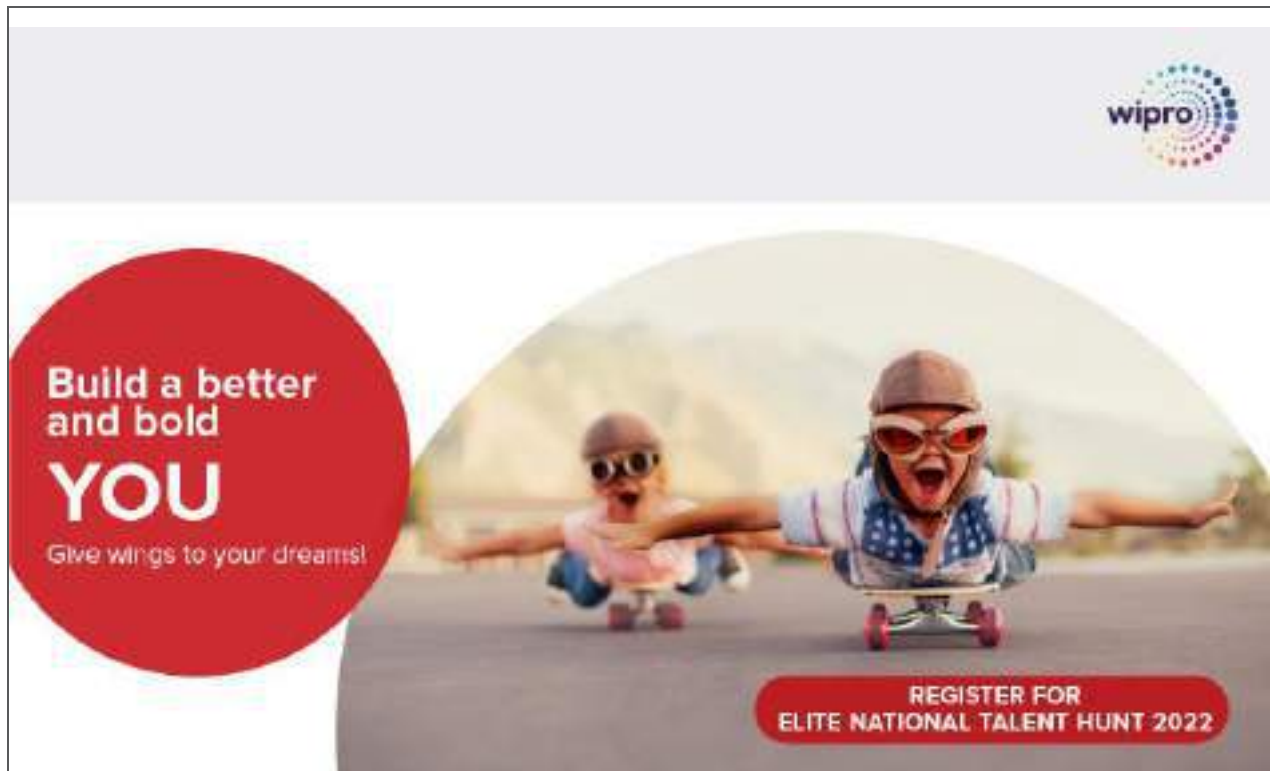
To: placementofficers <placementofficers@googlegroups.com>

FYI

Dr. Brijesh George John
Associate Professor & Head - Corporate Relations
Marian College, Kuttikkanam
Director - Placements, Marian International Institute of Management
Chairman - Placement Officers Kerala Consortium
International Trainer, Career Expert, Author and Social Media Influencer
<https://www.youtube.com/BrijeshGeorgeJohn>
Founder & CEO - www.JobsBrij.com , <https://BrijeshAcademy.com/>
Dy. GM - IPSR Solutions Ltd

Dear Dr Brijesh,

We have scheduled the test for National Talent Hunt between 25th Sep-27th Sep. Candidates will receive the Superset credentials for the assessment on their registered mail id. Kindly cascade this message to all the eligible colleges.

**Launch of ELITE National Talent Hunt Hiring FY'22**

Dear Gopalakrishnan T M,

Greetings from Wipro!

Hope you and your family are healthy and safe.



We are pleased to announce the launch of Wipro **Elite National Talent Hunt FY'22**.

Elite National Talent Hunt 2022 is a fresher's hiring initiative to attract the best of 2022 engineering talent across the country. The objective of this initiative is to enable an equal opportunity for employment to the most deserving engineering talent in India. An enthusiastic engineering candidate should not miss this opportunity to be part of an exciting journey with Wipro!

The massive success of this programme over the last 2 years has driven us to come back with a greater zeal for a greater cause.

The unique differentiator of this model is the equal employment opportunity for any student irrespective of their college. Engineering Graduates across the nation can participate in the Wipro National Talent Hunt. This programme is designed to be easily accessible and is open to Engineering Graduates who are looking forward to establish themselves in the IT industry; all one needs is determination and the attitude to learn.

Please find below the Eligibility Criteria:-

	Key Features & Eligibility criteria
Eligibility	<ul style="list-style-type: none"> 10th Standard – minimum 60% 12th Standard – minimum 60% Graduation 60% or 6.0 CGPA OR Equivalent as per their University Guidelines Only full time education is allowed Correspondence and distance learning courses throughout the academics are not allowed Max of 1 active backlog till the offer stage. Offers will be meted out subject to all backlog clearances
Year of Passing	2022 ONLY (max 3 years of GAP in education allowed from 10th to graduation) No Gaps are allowed in Graduation period. Graduation should be completed within 4 years from the start of the Graduation
Qualification	BE/ B. Tech (Compulsory Degree) 5 Years Integrated M. Tech Branch of Study- All Streams allowed except the following Fashion, Food, Textile and Agriculture, Printing, Pulp Engineering / Technology streams No MBA
Selection Process	 Online Assessment  Business Round
Compensation	INR 3.5 Lakh
Service Agreement	Agreement period is 12 months from the joining date. The candidate will be liable to pay a sum of 75000 INR on pro rata basis if leaves the organization before 1 year for breaching the service agreement.

Registration Link :- <https://app.joinsuperset.com/company/wipro/elite-national-talent-hunt.html>

Online Assessment Date :- 25th September'21- 27th September'21

Last Date for registration :- 15th September'21

#ELITENTHProgramme2022 #WiproCampusHiring2022

Regards,
Global Campus Hiring Team,
Wipro Limited



Regards,

Preety

Wipro Limited |



"Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com"

'The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com'

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To view this discussion on the web visit <https://groups.google.com/d/msgid/Placementofficers/CAF-5jbwQFY-1Gjcvj2NhjmULpVOPDbjQhtapaKP62dyd49dhw%40mail.gmail.com>.

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 8:34 PM

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Sep 24, 2021 at 10:07 AM

Madam,

PI forward to all 2022 batch students.

Regards,

Jayanand B
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroseanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusse10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnjr8@gmail.com, ashinoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghananaravikumar108@gmail.com, mjrroth2000@gmail.com, mohamedaslam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihal082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushtam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbaisithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com,

Fri, Sep 24, 2021 at 10:19 AM

abhisheknambiar8589@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavialbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalfafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmenjeri@gmail.com, athulsajeey992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijum@gmail.com, christopherthatil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaypnbambar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yaduraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Sep 24, 2021 at 10:19 AM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhi02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanrcraj@gmail.com, aswathy2000@ieee.org, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvijnoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, niithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandanavil@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvsv71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathykljin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavioldavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijithus084@gmail.com, abhiramkv009@gmail.com, abhishekvrbhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfaslu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, stelvingeorge@yahoo.in, vighnesh.satheesan@gmail.com, yadukris1998@gmail.com

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

4 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>
Cc: Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 6:15 PM

----- Forwarded message -----

From: **Preety Kumari (Human Resources)** <preety.kumari4@wipro.com>

Date: Thu, Sep 23, 2021 at 5:45 PM

Subject: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

To:

Cc: Binoy K (Talent Acquisition) <binoy.k08@wipro.com>, Lavanam Amballa (Human Resources) <lavanam.amballa@wipro.com>

Dear Academic Partners,

Kindly share this mailer to all your eligible students and ask them to register before the deadline.

**Launch of ELITE National Talent Hunt Hiring FY'21**

Dear Academic Partner,

Greetings from Wipro!

Elite National Talent Hunt 2021 (NTH) is a fresher's hiring initiative to attract the best of 2021 engineering talent across the country. The objective of this initiative is to enable an equal opportunity for employment to the most deserving talent from Computer Science, Information Technology & Circuital Engineering streams in India. An enthusiastic engineering candidate should not miss this opportunity to be part of an exciting journey with Wipro!

Eligible candidates can register [HERE](#)

Registration Deadline: 06th October, 2021

Please find below the Eligibility Criteria:-

	Key Features & Eligibility criteria
Eligibility	10th Standard – minimum 60% 12th Standard – minimum 60% Graduation 65% or 6.5 CGPA OR Equivalent as per their University Guidelines
Year of Passing	2021 ONLY
Qualification	BE/ B. Tech (Compulsory Degree)/5 Years Integrated M. Tech Branch of Study- All Streams allowed except the streams from Fashion, Food, Textile and Agriculture. No MBA
Selection Process	Every eligible candidate must go through below online assessment, below details appended for your reference Online Assessment (128 minutes) comprising of 3 sections: <ul style="list-style-type: none"> • Aptitude Test – Logical Ability, Quantitative Ability , English (verbal) Ability. Duration: 48 mins • Written Communication Test – Essay writing. Duration: 20 mins • Online Programming Test – Two programs for coding. Duration: 60 mins • Candidate can chose any one of programming language for coding test: Java, C, C++ or Python It is entirely the responsibility of Wipro to permit/limit the participation of each candidate in the Elite National Talent Hunt 2021 recruitment process. After passing the online tests, candidates will have to go through a Technical Interview and HR Interview .
Compensation	INR 3.5 Lakh
Service Agreement	Agreement period is 12 months from the joining date. The candidate will be liable to pay a sum of 75000 INR on pro rata basis if leaves the organization before 1 year for breaching the service agreement.
Other Criteria	<ul style="list-style-type: none"> • Maximum of 3 years of education gap, if any, is allowed between 10th Standard and Graduation. • Should be from a Full-time Degree course recognized by the Central/State Government of India. • No Part time or Correspondences or Distance learning education in either 10th or 12th or Degree. • No backlogs / Standing arrears allowed. • Candidates who have participated in any selection process held by Wipro in the last six months are not eligible. • Should be an Indian Citizen or should hold a PIO or OCI card, in the event of holding a passport of any other country.

- Bhutan and Nepal Nationals need to submit their citizenship certificate.

All registrations received shall be checked for eligibility as per Wipro Guidelines.

Reservations Parameters and selection procedure belongs solely to the discretion of Wipro. Wipro is not obligated to disclose any information at any stage of the selection process. Wipro also reserves the right to make an initial offer if the provisionally selected candidate does not meet certain conditions, which are a prerequisite for employment. Wipro also reserves the right to be held liable to any candidate if he/she is found to be involved in any illegal activity, for example: misperception, fraud, production of illegal documents, etc.

Wipro will inform candidates about the results of the recruitment by individual e-mails or other means of communication provided by individual candidates.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

If you have any questions/concerns, please contact manager.campus@wipro.com with the subject "Elite NTH 2021" and same will be responded within 3 working days.

Regards,
Global Campus Hiring
Wipro Limited



Regards,

Preety

Campus Lead Wipro

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

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Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
Series Editor - IEEE Communications Standards Magazine
Technical Editor - Computer Communications Journal, Elsevier
Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

Thu, Sep 23, 2021 at 6:55 PM

To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 7:00 PM

To: SSET <sset@scmsgroup.org>

Madam,

PI forward to 2021 students.

Jayanand B

----- Forwarded message -----

From: **Dr. Varun G Menon** <varunmenon@scmsgroup.org>

Date: Thu, Sep 23, 2021 at 6:15 PM

Subject: Fwd: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

To: SSET <sset@scmsgroup.org>

Cc: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Thu, Sep 23, 2021 at 8:40 PM

To: aswinremeshch1@gmail.com, poojaspisharady@gmail.com, agney.saidas7@gmail.com, ahalyabaiju542@gmail.com, ajserkt@gmail.com, akashmayoogham@gmail.com, alentbaburaj145@gmail.com, ajalvin007@gmail.com, anaghakj1999@gmail.com, annjakkara@gmail.com, ardra.souparnika@gmail.com, arjunsuresh1999@gmail.com, ashilkb584@gmail.com, dheeshnamd4u@gmail.com, veeyaestores@gmail.com, hariharanv72@gmail.com, k4krishnanath@gmail.com, maneeshappus@gmail.com, msuhaib010@gmail.com, zaheerceevee@gmail.com, prem.kitchu@gmail.com, kannanth97@gmail.com, abraham28rob@gmail.com, sarathnair30@outlook.com, shilpasekhar99@gmail.com, shimilkeldose05@gmail.com, snehanambiar7120@gmail.com, sohanjames33@gmail.com, brsreerajbr@gmail.com, stenbenny02@gmail.com, vikhneshkrishna@gmail.com, vichu.tycoon007@gmail.com, vinaydeo1999@gmail.com, vinaystephen1@gmail.com, vinilvarghesethecr7@gmail.com, vishnugopidas12@gmail.com, vishnu787vp@gmail.com, dennycjose@gmail.com, amalpod1999@gmail.com, amalposeidon@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, ardraanil@gmail.com, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com, athulyakt69@gmail.com, dilukp1997@gmail.com, geetikagopinath99@gmail.com, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, tejasjc99@gmail.com, jomelthomas007@gmail.com, abishekjose1@gmail.com, akshay007ajith@gmail.com, amaldevmlal4@gmail.com, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anjali99vinod@gmail.com, christinthaanna06@gmail.com, aswinscorpion@gmail.com, aswinshaji1141@gmail.com, atulvenu666@gmail.com, bharathkadungoth@gmail.com, elvintheakkanath@gmail.com, fathimaHussain24@gmail.com, harikrishnamg97@gmail.com, harikrishnanveluthattu@gmail.com, harithababu1998@gmail.com, jayeshmohan0@gmail.com, manulaby1999@gmail.com, rizanmohd234@gmail.com, mohammedawaz22@gmail.com, nakashfz19@gmail.com, rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, sai1079ofz@gmail.com, shibinmadathingal1998@gmail.com, shiyasshamz@gmail.com, shojojohnson18@gmail.com, sreelalm1999@gmail.com, tritinthomas@gmail.com, vishnuabl2@gmail.com, ayeeshwanand@gmail.com, akhiltom1999@gmail.com, amalharidas333@gmail.com, anandpp489@gmail.com, anandakrishnan.indian@gmail.com, anandakrishnankichu123@gmail.com, ananthukodamala@gmail.com, aneeshmenon6658@gmail.com, anelthomas1999@gmail.com, anubhav.s27@gmail.com, aragan.arjund.aryts@gmail.com, aveeshajith23@gmail.com, basiljohn1998@gmail.com, gokulkrishnagkv2@gmail.com, ihsansalim08@gmail.com, joemonct04@gmail.com, madhav.hari.007@gmail.com, jasimpk8@gmail.com, munees9497@gmail.com, nithishnsunil@gmail.com, nikhilnikku528@gmail.com, nivilroybl@gmail.com, prajulmp389@gmail.com, sachinn890@gmail.com, swarajthankan@gmail.com, tinson200tt@gmail.com, antony2525@gmail.com, vishnusajeev3@gmail.com, jesvinoc729@gmail.com, navaneethgsbpa@gmail.com, basithabdulbasith275072@gmail.com, Abhijith Menon <kannankedaram@gmail.com>, ccabhilash20@gmail.com, adarshprabhakar639@gmail.com, adwaitkaravettakudy999@gmail.com, afthabmohammed18@gmail.com, aramanaakash@gmail.com, muhammedfarhan777@gmail.com, akhilsaji27@gmail.com, akshay12@gmail.com, akshayrko.j@gmail.com, albigeorge2012@gmail.com, albinanthikattu@gmail.com, alkkeshkrishnatb@gmail.com, amalkrishnalassery@gmail.com, amarchaithram@gmail.com, am.anagha.120@gmail.com, anandhu2724@gmail.com, anandsivan1999@gmail.com, anantha111noir@gmail.com, anstonsejotharayil@gmail.com, aravindnbsuresh@gmail.com, arjunsonu1999@gmail.com, arjunpb3@gmail.com, arjunrk87@gmail.com, arjuns2255@gmail.com, ashish.george.biju@gmail.com, ashwinbvisnu@gmail.com, aswanthr2323@gmail.com, ashwathy0124@gmail.com, aswinbmohan7@gmail.com, aswinshaj@gmail.com, athulm@outlook.com, avineshvilasan1@gmail.com, 1234berton@gmail.com, bharathjairajsh@gmail.com, blznvar@gmail.com, silentbrynetom@gmail.com, cskrishnadas666@gmail.com, dxnpaultheakkanath@gmail.com, fahadshihab@gmail.com, fazeelahmed070@gmail.com, gauthamkrishna111333@gmail.com, gokulsuresh4006@gmail.com, harik9338@gmail.com, hariprasadk665@gmail.com, hrithikkv99@gmail.com, ivansdavis107@gmail.com, jayakrishnanjk1999@gmail.com, 007jeffn013@gmail.com, jerinjose608@gmail.com, jerrinpaul99@gmail.com, jeswinkthomas@gmail.com, jibinrajan902@gmail.com, jithinvroy98@gmail.com, joelf1999@gmail.com, johnloyson99@gmail.com, johnpaulkulangara@gmail.com, kamaljiithpn@gmail.com, kiranj9061@gmail.com, 32kiransanath.ks@gmail.com, krishnajithr44@gmail.com, manusdk22@gmail.com, kurianpaulp007@gmail.com, maheshnair2311@gmail.com, manjithdeepu@gmail.com, mishalshinu@gmail.com, mohammedsharookbn@gmail.com, askaraliurothodi@gmail.com, navaneeth.parakunnath@gmail.com, sabarivishnu99@gmail.com, prathyaksh001@gmail.com, raghavrnair831@gmail.com, raginkrishna59@gmail.com, rahulrj7000@gmail.com, rahulsanjay520003@gmail.com, rk2503421@gmail.com, ram65764@gmail.com, Prranjithmala@gmail.com, risvanp11@gmail.com, rithwikmenon777@gmail.com, rohithbiju99@gmail.com, sabesankannan1999@gmail.com, sachilsanath@gmail.com, saffinjoshi78055@gmail.com, sangeethbabu53@gmail.com, sarangknp@gmail.com, sarathsnair786@gmail.com, sarathrks11@gmail.com, sebinab33@gmail.com, shadinsalmanvk007@gmail.com, sekhar.s.soman@gmail.com, sidharthbabu2255@gmail.com, sidhuidtcr16@gmail.com, souravbhaskaran52@gmail.com, sreeharirajankk@gmail.com, sreeharismenon111@gmail.com, sreeharsh28012000@gmail.com, sreeram.dev3@gmail.com, togintom18@gmail.com, varunbalan99@gmail.com, unns7357@gmail.com, vishnuv044@gmail.com, abhijithsreekumar777@gmail.com, abishekvijayakumar@gmail.com, josephadarsh10@gmail.com, aiswaryamenon393@gmail.com, ajalashal68@gmail.com, akshaysuresh549@gmail.com, alanaju1990@gmail.com, alandavidjoseph@gmail.com, amalnelkkara064@gmail.com, sia.venus@gmail.com, amruthakr99@gmail.com, anaghaap1999@gmail.com, anaghasre@gmail.com, kiliboy7810@gmail.com, getanandu716@gmail.com, aneesfahim77@gmail.com, angeleliyajoy31@gmail.com,

anisharemesh@gmail.com, anjalygopan@gmail.com, anshidaca@gmail.com, anushon1999@gmail.com, aparna.koyari@gmail.com, aravindjayan1998@gmail.com, archanavijayan24@gmail.com, ashilaustin99@gmail.com, asifaachukochin@gmail.com, athirasudheer4@gmail.com, boneyjosetitus@gmail.com, chandanapg7181@gmail.com, danipaulmanjaly23@gmail.com, devadarshan1998@gmail.com, dinumolambadan1999@gmail.com, divyashibu100@gmail.com, diyashaji2@gmail.com, fathima3331998@gmail.com, fathimasalwa8@gmail.com, femifawa111@gmail.com, gayathriputhumana98@gmail.com, george.sijin@gmail.com, hariz00781@gmail.com, hayamajeed02@gmail.com, himasudarsanan@gmail.com, jisnajarajan99@gmail.com, kavyanil999@gmail.com, kavyajose459@gmail.com, lakshmanta99@gmail.com, mahimabkc@gmail.com, mahin.abu.17@gmail.com, maryjisnavarghese912@gmail.com, rifanarifz06@gmail.com, meenakshyg33@gmail.com, meghaskmr@gmail.com, afthabudeen@gmail.com, saheelibnuali717@gmail.com, ashkarmonu12345@gmail.com, speak2nandu@gmail.com, naveenmgd333@gmail.com, nikhilvenugopal11@gmail.com, karipodynishanth@gmail.com, parthanhappy@gmail.com, asnap89@gmail.com, rahulpaliath1123@gmail.com, ashrawi196@gmail.com, rinufrancisfn@gmail.com, rishabmunna@gmail.com, rony.georgeroy@gmail.com, sagarianoop98@gmail.com, sageerrashid1@gmail.com, sajidnasad@gmail.com, salah4444salah@gmail.com, sandhravs2@gmail.com, sanjubyju2017@gmail.com, saranyasarathp@gmail.com, saranya8921@gmail.com, sharathtilak98@gmail.com, shaheel2412@gmail.com, shahilm1@gmail.com, sharonreji1999@gmail.com, shifae11@gmail.com, shifanasrinks@gmail.com, shyam4aspire@gmail.com, nandakishornair17@gmail.com, ksonajose@gmail.com, sksreyaskrishna2@gmail.com, sruthi.lakshmi0012@gmail.com, supriyababu16@gmail.com, theerthanadakkavu@gmail.com, thomasbenny121@gmail.com, veenabinu150@gmail.com, vigneshpsuresh@gmail.com, vipin26vn@gmail.com, vishnugnath98@gmail.com, vivekpalari98@gmail.com, vyshnav s <vyshnavwe@gmail.com>

----- Forwarded message -----

From: **Jayanand B** <jayanand@scmsgroup.org>

Date: Thursday, September 23, 2021

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

2 messages

Mohammed Fayaz <mohammedfayaz132676@gmail.com>
To: SSET <sset@scmsgroup.org>

Wed, Nov 17, 2021 at 3:54 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jao6-c288fdd063@talent.icims.com>
Date: Fri, 12 Nov, 2021, 11:48 am
Subject: Wipro Campus Update_LOI
To: <mohammedfayaz132676@gmail.com>

November 12, 2021

Dear Mohammed Fayaz ,
Resume Number - 23076869

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to mohammedfayaz132676@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=3EA423076869&contactId=14266135>

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SSET <sset@scmsgroup.org>

Wed, Nov 17, 2021 at 3:55 PM

To: Mohammed Fayaz <mohammedfayaz132676@gmail.com>

Thanku fayaz

Placement

SSET

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Hiring Update

2 messages

NEIL JOLLY <neiljolly9@gmail.com>
To: sset@scmsgroup.org

Wed, Nov 17, 2021 at 5:14 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2maws-2b08dba13f@talent.icims.com>
Date: Wed, Nov 17, 2021, 14:43
Subject: Wipro Campus Hiring Update
To: <neiljolly9@gmail.com>



Dear NEIL JOLLY,

With immense pleasure we are sharing that you will be part of Campus Program which has a special bonus and aided career path for campus hires in Elite. The below emails explains the bonus part of the program, on careers you will get more information when you join.

As per this program, in addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

**Thank you,
Global Campus Hiring Team**

We are an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, gender identity, sexual orientation, disability status, protected veteran status, or any other characteristic protected by law.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

This message was sent to neiljolly9@gmail.com. If you don't want to receive these emails from this company in the future, please go to: <https://wipro.icims.com/icims2/?r=E31923076663&contactId=14544057>

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SSET <sset@scmsgroup.org>
To: NEIL JOLLY <neiljolly9@gmail.com>

Wed, Nov 17, 2021 at 8:16 PM

Thank you Neil
Placement SSET
[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

2 messages

Nisha Benny <nishabcalcutta@gmail.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Fri, Nov 12, 2021 at 2:20 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2ja5y-be5b253ce1@talent.icims.com>

Date: Fri, Nov 12, 2021, 11:40 AM

Subject: Wipro Campus Update_LOI

To: <nishabcalcutta@gmail.com>

November 12, 2021

Dear Nisha Benny ,
Resume Number - 23071198

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

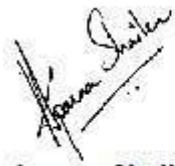
COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
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Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to nishabcalcutta@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=53C423071198&contactId=14265054>

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SSET <sset@scmsgroup.org>

Fri, Nov 12, 2021 at 2:44 PM

To: Nisha Benny <nishabcalcutta@gmail.com>

Dear Nisha,
Congratulations
Thank you
Placement cell
SSET

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

2 messages

Pranav Rk <pranavraki@gmail.com>
To: SSET <sset@scmsgroup.org>

Tue, Nov 16, 2021 at 7:40 AM

Hi,
I'm forwarding the offer letter I've received from wipro below.

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2j9m7-e21c5876cc@talent.icims.com>
Date: Fri, 12 Nov 2021, 11:33 am
Subject: Wipro Campus Update_LOI
To: <pranavraki@gmail.com>

November 12, 2021

Dear Pranav Ramakrishnan ,
Resume Number - 23070494

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

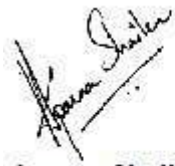
COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
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Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to pranavraki@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=4C6E23070494&contactId=14265054>

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SSET <sset@scmsgroup.org>
To: Pranav Rk <pranavraki@gmail.com>

Mon, Nov 15, 2021 at 3:42 PM

thank you pranav
placements
sset

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

1 message

Raheela NA <raheela1822@gmail.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Wed, Nov 17, 2021 at 2:53 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jbv4-5afcc63ab1@talent.icims.com>

Date: Fri 12 Nov, 2021, 12:00 PM

Subject: Wipro Campus Update_LOI

To: <raheela1822@gmail.com>

November 12, 2021

Dear Raheela . ,
Resume Number - 23074728

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
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Total Cost to Company per annum	3,50,004

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Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to raheela1822@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=53A323074728&contactId=14266135>

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sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

1 message

Regish George <regish.george2000@gmail.com>
To: sset@scmsgroup.org

Wed, Nov 17, 2021 at 9:20 AM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jbuj-aa8d961133@talent.icims.com>

Date: Fri, 12 Nov 2021, 12:00

Subject: Wipro Campus Update_LOI

To: <regish.george2000@gmail.com>

November 12, 2021

Dear Regish George ,
Resume Number - 23074772

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
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Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to regish.george2000@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=9A0023074772&contactId=14266135>

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sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

1 message

Sagar <sagarnjr2255@gmail.com>
To: sset@scmsgroup.org

Wed, Nov 17, 2021 at 11:06 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jc40-d9ca950ee1@talent.icims.com>

Date: Fri, Nov 12, 2021 at 12:02 PM

Subject: Wipro Campus Update_LOI

To: <sagarnjr2255@gmail.com>

November 12, 2021

Dear Sagar Narendranath ,
Resume Number - 23074314

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
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Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to sagarnjr2255@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=6CAE23074314&contactId=14266135>

© Wipro Limited, Doddakannelli, [Sarjapur Road Bengaluru 560 035 IND](#)



sset last name <sset@scmsgroup.org>

Fwd: EY GDS: FY'22 Campus Hiring- Expression of Interest to Recruit

3 messages

George Joseph <georgejoseph@scmsgroup.org>

To: Jayanand B <jayanand@scmsgroup.org>

Cc: sset last name <sset@scmsgroup.org>

Mon, Nov 8, 2021 at 1:43 PM

----- Forwarded message -----

From: **Harmeet Kaur** <Harmeet.Kaur2@gds.ey.com>

Date: Mon, Nov 8, 2021 at 1:06 PM

Subject: EY GDS: FY'22 Campus Hiring- Expression of Interest to Recruit

To: georgejoseph@scmsgroup.org <georgejoseph@scmsgroup.org>

Cc: Leema Mp <Leema.MP@gds.ey.com>

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It's yours to build!

Talent Attraction and Acquisition (TA²)

The intended recipient of this email is the placement team of SCMS School of Engineering & Technology
If you are not the right person, please forward this to the placement team or an appropriate representative.

Dear Mr. George,

- We are officially expressing our interest to participate in campus recruiting drive for FY 2022 batch as per mutually convenient dates
- Request you to provide us the privilege of being the first company to come and recruit from your campus
- Job Location – Trivandrum

- 60% and above in BTech with no active backlog
- BTech branches allowed are Computer Science/ IT/ circuit branches like ECE, EEE, EE, Instrumentation, etc.
- Job description for the role is attached with this email
- Compensation details: **INR 3.8 LPA** CTC (including 5% variable) + benefits (Gratuity and Insurance)

Request you to please share the list of interested candidates in the attached format by **4 PM, 9th November 2021**.

Regards,

Talent Attraction and Acquisition (TA²)

EY Global Delivery Services

Assurance

Tax

Strategy and Transactions

Consulting

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Best Regards

Harmeet Kaur | Talent Team



EYGBS (India) Private Limited
DLF Cyber Park, 405 B Udyog Vihar-II, Sector 20 , Gurgaon, India
Mobile:+91-7428705565 | Harmeet.Kaur2@gds.ey.com
Website: www.ey.com



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2 attachments**Consulting JD - Engineering.pdf**
141K**Btech Database Format.xlsx**
17K

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Mon, Nov 8, 2021 at 1:47 PM

[Quoted text hidden]

2 attachments**Consulting JD - Engineering.pdf**
141K**Btech Database Format.xlsx**
17K

SSET <sset@scmsgroup.org>

Mon, Nov 8, 2021 at 2:31 PM

To: abhijithkrishnaer15@gmail.com, Abhinaya Menon <abhinaya1@ieee.org>, Abhirami C A <abhianil032@gmail.com>, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, Amal A <antonyamal635@gmail.com>, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, Arjun S <arjuns62709@gmail.com>, ariyancraj@gmail.com, aswathy2000@ieee.org, Daniel Davis <daviskdaniel@gmail.com>, dhilnamathews@gmail.com, dhichu25@gmail.com, Diya Jolly <diyajolly29072000@gmail.com>, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, merinmarysabu11@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadv71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, angeljoyson2018@gmail.com, Ansan Simon <ansansimon@gmail.com>, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, Alvin Benni <alvinbenni24@gmail.com>, amithav2000@gmail.com, Aneesh ks <aneeshaks20@gmail.com>, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, Dhanush Krishnan <dhanushkrishnan10@gmail.com>, jeslinmerin@gmail.com, Kavya Krishna <kavya.k10072000@gmail.com>, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviiodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

Dear student,

Kindly follow the link provided and fill the details by 10.00 a.m. tomorrow the 9th of November, 2021

<https://forms.gle/i92VkuF6GCPWh9eQ7>

Thanks

Placement cell,
SSET

On Mon, Nov 8, 2021 at 1:44 PM George Joseph <georgejoseph@scmsgroup.org> wrote:

----- Forwarded message -----

From: **Harmeet Kaur** <Harmeet.Kaur2@gds.ey.com>

Date: Mon, Nov 8, 2021 at 1:06 PM

Subject: EY GDS: FY'22 Campus Hiring- Expression of Interest to Recruit

To: georgejoseph@scmsgroup.org <georgejoseph@scmsgroup.org>

Cc: Leema Mp <Leema.MP@gds.ey.com>

Zoom out to get a better view if you're reading this newsletter from a smartphone.



It's yours to build!

Talent Attraction and Acquisition (TA²)

The intended recipient of this email is the placement team of SCMS School of Engineering & Technology
If you are not the right person, please forward this to the placement team or an appropriate representative.

Dear Mr. George,

- We are officially expressing our interest to participate in campus recruiting drive for FY 2022 batch as per mutually convenient dates
- Request you to provide us the privilege of being the first company to come and recruit from your campus
- Job Location – Trivandrum
- **60% and above in BTech with no active backlog**
- BTech branches allowed are Computer Science/ IT/ circuit branches like ECE, EEE, EE, Instrumentation, etc.
- Job description for the role is attached with this email
- Compensation details: **INR 3.8 LPA** CTC (including 5% variable) + benefits (Gratuity and Insurance)

Regards,

Talent Attraction and Acquisition (TA²)

EY Global Delivery Services

Assurance

Tax

Strategy and Transactions

Consulting

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Best Regards



Harmeet Kaur | Talent Team

EYGBS (India) Private Limited
DLF Cyber Park, 405 B Udyog Vihar-II, Sector 20 , Gurgaon, India
| Harmeet.Kaur2@gds.ey.com
Website: www.ey.com



[Quoted text hidden]



Consulting JD - Engineering.pdf

141K



sset last name <sset@scmsgroup.org>

Fwd: Registration on EY Portal & confirmation of Aptitude Test Date

Harmeet Kaur <Harmeet.Kaur2@gds.ey.com>

Wed, Nov 17, 2021 at 1:03 PM

To: George Joseph <georgejoseph@scmsgroup.org>

Cc: Leema Mp <Leema.MP@gds.ey.com>, Jayanand B <jayanand@scmsgroup.org>, sset last name <sset@scmsgroup.org>

Dear Mr. George,

Final selected students are listed below. We will share the LOI shortly.

Sl.No.	Name	email	Mobile number	College Name
1	PRAVEENA K P	praveenakp2018@gmail.com	9539206837	SCMS School of Engineering & Technology
2	Abhinaya A Menon	abhinaya1@ieee.org	9895601019	SCMS School of Engineering & Technology

Best Regards

Harmeet Kaur | Talent Team

EYGBS (India) Private Limited

Mobile: +91-7428705565 | Harmeet.Kaur2@gds.ey.com

[Quoted text hidden]

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Hexaware Technologies Ltd. || GET hiring 2022 Batch

2 messages

Jayanand B <jayanand@scmsgroup.org>

Sat, Nov 6, 2021 at 8:38 AM

To: SSET <sset@scmsgroup.org>, Lakshmi Mahesh <lakshmimahesh@scmsgroup.org>

Madam,

Please forward to 2022 CS, EC and EE as well as MCA students with a reminder that they can apply for jobs only until they get two offers.

Regards,

Jayanand B

----- Forwarded message -----

From: **Rizwana Razak** <RizwanaR@hexaware.com>

Date: Fri, Nov 5, 2021 at 11:35 AM

Subject: Hexaware Technologies Ltd. || GET hiring 2022 Batch

To:

Cc: Sougata Sen <SougataS@hexaware.com>, Avinash Talreja <AvinashT2@hexaware.com>

Dear Team,

Greetings from Hexaware Technologies!

We are happy to inform you that Hexaware Technologies has commenced its 2022 campus Hiring season for Graduate Engineer trainees. In this connection, we are interested to hire talented young minds from your prestigious institution under **GET category**.

This will be a Virtual Hiring Process and will require a minimum of 3-4 consecutive working days to complete. **Please ensure the students have a good digital infrastructure (preferably a camera enabled laptop, good quality headphones with a good internet bandwidth) to avoid any delay / discomfort throughout the process.**

As per our telephonic conversation, we can conduct the online assessments on **13th Nov**.

This year we are using the platform **Superset** for conducting the drives. Students can start applying on Superset using the below link:

<https://app.joinsuperset.com/company/hexaware/> (**Application Deadline- 10th Nov**)

Please inform the students to apply for the **GET** profile.

Our Eligibility Criteria:

1. **Degree:** B.E /B. Tech/MCA
M.E / M. Tech Not eligible
2. **Streams:** CSE/IT/ECE/EEE/ETC/EIE/ICE and allied branches are eligible to apply.

No Post graduate courses are eligible apart from MCA

3. **Percentage:** 60% or 6 CGPA throughout 10th, 12th and Graduation/Post graduation (MCA).
4. **YOP:** 2022
5. **No Active Backlogs**
6. **CTC** to be offered – 4 LPA (Stipend – 15000 INR per month during the training period)
7. **2 Years'** Service Agreement

8. **Training Location: Chennai** (Post training posting locations basis business requirements shall be Chennai, Pune, Mumbai)

9. Candidates having an education gap of more than one year between the courses/ break or detained in their graduation will not be eligible.

Our Selection Process:

Interview Process	Duration
<u>Round 1:</u> Online Aptitude Test (30 mins) + Tech Domain Test (45 mins)	75 Min
<u>Round 2:</u> Communication Test	60 Min
<u>Round 3:</u> Technical Interview 1	30 Min
<u>Round 4:</u> HR Discussion	30 Min

* Please note that all rounds are elimination rounds. The above Interview process may change w.r.t organization needs.

Warm Regards,

Rizwana Razak

Management Trainee

Campus Recruitment

Mob No: 8296488189



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JD for GET.pdf
167K

SSET <sset@scmsgroup.org>

Sat, Nov 6, 2021 at 9:13 AM

To: abhishekn4454@gmail.com, adithyan739@gmail.com, aijojohn99@gmail.com, akhilmadhu81@gmail.com, akshayanil16@gmail.com, 07anaghaajayan@gmail.com, anurajendrannp1999@gmail.com, anannyanirmalan@gmail.com, angel1998sunny@gmail.com, anjuanjali22132@gmail.com, ardraprasad1999@gmail.com, Athiravenugopal128@gmail.com, chithu00keloth@gmail.com, gayathriramachandran007@gmail.com, himavijay2@gmail.com, jinsxaviour@gmail.com, joepaulppoullose75940@gmail.com, malavikanm99@gmail.com,

mariyaac1999@gmail.com, merlinelsa555@gmail.com, muhammedsajidms369@gmail.com, reshmacmenon19@gmail.com, sandramohan1998@gmail.com, sarathkrishnan367@gmail.com, shilpasreedharan23@gmail.com, shimasunilkumar@gmail.com, lechu4646@gmail.com, srutheeshnaunni@gmail.com, vanikalangara@gmail.com, aiswaryacp2@gmail.com, alee66joseph@gmail.com, angelmariyababulib@gmail.com, jefsonjacob98@gmail.com, akhilpaulson500@gmail.com, Alvin Benni <alvinbenni24@gmail.com>, amithav2000@gmail.com, Aneesha ks <aneeshaks20@gmail.com>, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, Dhanush Krishnan <dhanushkrishnan10@gmail.com>, jeslinmerin@gmail.com, Kavya Krishna <kavya.k10072000@gmail.com>, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, Ansan Simon <ansanksimon@gmail.com>, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, abhijithkrishnaer15@gmail.com, Abhinaya Menon <abhinaya1@ieee.org>, Abhirami C A <abhianil032@gmail.com>, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, Amal A <antonyamal635@gmail.com>, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanraj@gmail.com, aswathy2000@ieee.org, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, merinmarysabu11@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

[Quoted text hidden]

Jayanand B

[Quoted text hidden]

[Quoted text hidden]



Unbox Your Potential



[Quoted text hidden]



JD for GET.pdf
167K



sset last name <sset@scmsgroup.org>

Fwd: Hexaware Technologies || GET Selects 2022 Batch || SCMS School of Engineering and Technology

2 messages

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: **Rizwana Razak** <RizwanaR@hexaware.com>
Date: Wed, Nov 17, 2021 at 8:49 PM
Subject: Hexaware Technologies || GET Selects 2022 Batch || SCMS School of Engineering and Technology
To: jayanand@scmsgroup.org <jayanand@scmsgroup.org>
Cc: Sougata Sen <SougataS@hexaware.com>, Avinash Talreja <AvinashT2@hexaware.com>

Dear Team,

Greetings from Hexaware Technologies!

Congratulations! We are delighted to inform you that below students from your institute have been selected in our **GET - Virtual campus recruitment process – 2022**.

FirstName	MailID	PhoneNumber	University/ CollegeRegistrationID	U.G.Degree (B.E/B.Tech)	U.G.Degree Stream	
John Joy K	johnjoy8656@gmail.com	8086781946	SCM18CS040	B.Tech	CSE	S.
Diya Jolly	diyajolly29072000@gmail.com	9567954779	SCM18CS026	B.Tech	CSE	S.
ROHITH VR	rohithvr19@gmail.com	6282972164	SCS/8201/18	B.Tech	CSE	S.
ATHIRA VENUGOPAL	Athiravenugopal128@gmail.com	9447527166	SCM20MCA-2012	MCA (2 Year)	CA	S.
Jeslin Merin Sajeev	jeslinmerin@gmail.com	9496886028	SEC/8071/18 (COLLEGE ADMISSION NUMBER)	B.Tech	ECE	S.

Note : Multiple interviews are pending. Selects from those interviews will be notified at a later stage accordingly

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – G

Further details on their Letter of Intent will be shared subsequently.

PS: Candidates who are meeting the eligibility for upgrading their offers to the role of **Premier Graduate Engineer Trainee - PGET (CTC - 6 LPA)** will be contacted and upon their inter selection process for **PGET (Coding round + Additional Tech / MC Interviews)**.

Please note that if the candidate who chooses to appear for Upgradation to PGET fails to clear the same, he/she will continue to hold the GET offer

Warm Regards,

Rizwana Razak

Management Trainee

Campus Recruitment

Mob No: 8296488189



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Please notify the sender immediately and destroy all copies of this message along with all attachments thereto.

SSET <sset@scmsgroup.org>

Thu, Nov 18, 2021 at 9:41 AM

To: johnjoy8656@gmail.com, Diya Jolly <diyajolly29072000@gmail.com>, Rohith VR <rohithvr19@gmail.com>, Athiravenugopal128@gmail.com, jeslinmerin@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

Dear Students,

Congrats!!

You all have done it.

Thanks
Placement cell
SSET

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]



[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Campus Recruitment Details White Rabbit Tracker

7 messages

Jenty Joy <jentyjoy@mbits.edu.in>

Fri, Sep 17, 2021 at 12:35 PM

To: jeena jacob <jeena.jacob4@gmail.com>, MBITS Placement Cell <placement@mbits.edu.in>, Placement Cell - RSET <pc.rajagiri@gmail.com>, Varun Jose <cr.rajagiri@gmail.com>, SSET <sset@scmsgroup.org>, unnikartha@gmail.com, Placement Cell MACE <placements@mace.ac.in>, biju.skaria@mace.ac.in, Renu George <renugeorge@ceconline.edu>, Chief Placement Officer CUSAT <cpo@cusat.ac.in>, riyas@rit.ac.in

Dear Sir

Please refer to our earlier communication regarding the white rabbit recruitment. Kindly fill the interested students details in the attached tracker and send me the same by friday **September 24 2.00 PM** also see the mail from White Rabbit for your reference

Hey Jenty

I hope you're keeping well.

I thought of collecting the key details of the students interested in applying for White Rabbit Group's campus recruitment process. Can you get the list ready on priority?

It would be great if we can get this done before **September 24 (Friday)** to plan ahead.

I'm sharing with you the tracker format (attached) to be maintained while making the list. I've also included the list of colleges in the tracker for reference.

**Vishnu Unnikrishnan**

Senior Recruiter | White Rabbit Group



--

Regards

Mr Jenty Joy

Head Corporate Relations & Placements**MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]**

Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India- 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)**CTIPS (Kerala) Consortium of Technical Institutes for Placement Services****Mob +91 94466 10781,+91 9188825380****Location of MBITS** <https://goo.gl/maps/APjCuqBygtu>

2 attachments

**WRG Campus Recruitment Tracker 2022.xlsx**

10K

**White Rabbit Group Inc _ Campus Recruitment 2022.pdf**

78K

SSET <sset@scmsgroup.org>

Fri, Sep 17, 2021 at 4:34 PM

To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

2 attachments

**WRG Campus Recruitment Tracker 2022.xlsx**

10K

**White Rabbit Group Inc _ Campus Recruitment 2022.pdf**

78K

Jayanand B <jayanand@scmsgroup.org>
 To: SSET <sset@scmsgroup.org>

Fri, Sep 17, 2021 at 8:45 PM

Madam,

PI forward to 2022 CS, EC and EE students and get the form filled.

Regards,

Jayanand B

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, Sep 20, 2021 at 9:14 AM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanraj@gmail.com, aswathy2000@ieee.org, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmalliseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandanavil@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinappachan20@gmail.com, joelthomas99@gmail.com, joshuaajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavi david2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com

Dear student,

Please find the link to the google form, fill all the required details by 12.00 p.m. tomorrow the 21st of September 2021.

<https://forms.gle/7C135p7yEtvB3mYHA>

The company has asked for a linkedin account , if you all can create one it will be of great help for your placements as companies have started asking for the same.

Not compulsory, give it a try. Kindly go through the JD before you apply.

Thank you.

Placement cell.

----- Forwarded message -----

From: **Jenty Joy** <jentyjoy@mbits.edu.in>

Date: Fri, Sep 17, 2021 at 12:35 PM

Subject: Campus Recruitment Details White Rabbit Tracker

[Quoted text hidden]

[Quoted text hidden]

2 attachments



WRG Campus Recruitment Tracker 2022.xlsx

10K



White Rabbit Group Inc _ Campus Recruitment 2022.pdf

78K

SSET <sset@scmsgroup.org>

Wed, Sep 22, 2021 at 12:52 PM

To: Jenty Joy <jentyjoy@mbits.edu.in>

Cc: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Jenty Sir,

The list of interested candidates for the white rabbit recruitment drive is being attached in the prescribed format mentioned, kindly keep us updated.

Thank you for all the support.

Regards,

Prof (Dr) Jayanand B,

Placement in Charge,

SCMS School of Engineering and Technology,

Karukutty, Ernakulam, Kerala.

Mob : 9447442427

Email : jayanand@scmsgroup.org

[Quoted text hidden]



WRG Campus Recruitment Tracker 2022.xlsx

20K

Jenty Joy <jentyjoy@mbits.edu.in>

Wed, Sep 22, 2021 at 3:02 PM

To: SSET <sset@scmsgroup.org>

Thank you Sir

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Sep 22, 2021 at 3:06 PM

To: Jayanand B <jayanand@scmsgroup.org>

----- Forwarded message -----

From: **Jenty Joy** <jentyjoy@mbits.edu.in>

[Quoted text hidden]

[Quoted text hidden]



WHITE RABBIT LABS PVT

8th Floor, Trans Asia Cyber Park, Infopark
Phase 2, Kakkanad, Kochi, Kerala - 682030

November 26, 2021

Nithin P

Flat No.504D
EV Homes, Kaloor
Ernakulam 682017

Dear Nithin,

I am pleased to confirm our verbal offer of employment to you for a **Regular - Full Time** position with **White Rabbit Labs** as **Trainee**, effective **August 01, 2022**. As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

The details of our offer, including the terms and conditions of your employment, are attached as Schedule "A."

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both **White Rabbit Labs** and yourself with respect to your employment conditions. It details the terms and conditions of your employment with **White Rabbit Labs**, and will form our agreed upon employment contract with you once signed.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule(s), initialing each page in the right-hand corner, and returning it to me upon your earliest convenience, but prior to your first day of employment.

Nithin, we look forward to welcoming you to the **White Rabbit Labs** team and wish you a successful and rewarding career with us.

Sincerely,

Abhilash S
Director

I, **Nithin P**, acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Signature

Date

**WHITE RABBIT LABS PVT**

8th Floor, Trans Asia Cyber Park, Infopark
Phase 2, Kakkanad, Kochi, Kerala - 682030

Schedule A

**WHITE RABBIT Labs
Terms and Conditions of Employment**

The following outlines the terms and conditions of employment with **White Rabbit**. The Company reserves the right to change these terms and conditions as necessary, with due notice.

Title	<i>Trainee</i>
Initial Reporting Relationship	<i>Architect</i>
Responsibilities	<p>As a Engineer Trainee you will join a rigorous training program that combines skills assessments, a comprehensive curriculum, functional mentorship, a capstone digital challenge, and support to place you on your first digital project. Equipped with the foundational digital skills to accelerate your career, you'll join a team and apply those skills to support our clients' missions.</p> <p>While employed by the Company, you agree to work on a full-time basis exclusively for the Company and agree that you shall not, while you are employed by the Company, be employed or engaged in any capacity, in promoting, undertaking or carrying on any other business that competes with the Company or interferes or could reasonably interfere with your duties to the Company without our prior written permission..</p>
Cost to the Company	<p><i>Amount (Rs 420,000)</i> per annum.</p> <p>The salary revision will happen every 12 months.</p>
Status	<i>Full-Time</i>
Start Date	August 01, 2022 (Monday)
Hours of Work	The company's core hours of operation are Monday to Friday from 9:00 am to 6:00 pm . Employees are expected to work a minimum of 40 hours per week.
Payroll Schedule	Your salary will be paid to you on a monthly basis, less required deductions.



WHITE RABBIT LABS PVT

8th Floor, Trans Asia Cyber Park, Infopark
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Policies and Standards	White Rabbit Labs has established various policies and standards that ensure a safe, enjoyable working environment. During the period of your employment with us, you agree to be bound by these policies and standards, and any future policies and standards that are reasonably introduced by the Company. It is agreed that the introduction and administration of these policies is within the sole discretion of White Rabbit Labs and that these policies do not form a part of this Agreement. It is agreed that if White Rabbit Labs introduces, amends or deletes employment-related policies as conditions warrant that such introduction, deletion or amendment does not constitute a breach of this Agreement.
Confidentiality and Intellectual Property	Our offer of employment is conditional upon you agreeing to and abiding by the "Confidentiality and Proprietary Information Agreement." Attached Schedule "C."
Non Solicitation	You hereby agree that, while you are employed by White Rabbit Labs and for five (5) years following the termination of your employment with White Rabbit Labs , you will not (i) recruit, attempt to recruit or directly or indirectly participate in the recruitment of, any White Rabbit Labs employee or (ii) directly or indirectly solicit, attempt to solicit, canvass or interfere with any customer or supplier of White Rabbit Labs , in a manner that conflicts with or interferes in the business of White Rabbit as conducted with such customer or supplier.
Representation	You hereby represent and warrant to White Rabbit Labs that you are not a party to any written or oral agreement with any third party that would restrict your ability to enter into this Agreement or the Confidentiality and Proprietary Information Agreement or to perform your obligations hereunder and that you will not, by joining White Rabbit Labs , breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favour of any third party.
Changes to Duties and/or Compensation	If your duties or compensation should change during the course of your employment with White Rabbit Labs , the validity of our agreement will not be affected. In addition, if one or more of the provisions in our agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

**WHITE RABBIT LABS PVT**

8th Floor, Trans Asia Cyber Park, Infopark
Phase 2, Kakkanad, Kochi, Kerala - 682030

Probation	You will be on probation for a period of six (6) months from the date of joining with White Rabbit Labs . During this period, your performance will be monitored periodically and your confirmation shall be subject to Company's determination of your level of performance. Unsatisfactory performance at any time during the probation period may lead to dismissal of your employment.
Minimum Service Period	Should you wish to resign from your employment with White Rabbit Labs , You shall serve 2 Months notice period to enable us to transition your work. In the event of misconduct or an act of serious breach by you, White Rabbit Labs is entitled to terminate your employment with immediate effect without any prior notice.
Termination	White Rabbit Labs may terminate your employment at any time for cause by providing due notice, under any of the following circumstances:- <ul style="list-style-type: none">- When performance does not meet acceptable standards, as defined by the Department Heads.- Any other Force majeure situations that may affect the company operations.
Legal Advice	If you are uncertain about the contents of this offer, we suggest that it may be advisable to seek independent legal advice prior to signing.



WHITE RABBIT LABS PVT

8th Floor, Trans Asia Cyber Park, Infopark
Phase 2, Kakkanad, Kochi, Kerala - 682030

Schedule C

Confidentiality and Proprietary Information Agreement

In consideration of employment as an employee or engagement as an independent contractor with *White Rabbit Labs* (the "**Company**"), the undersigned (the "**Participant**") agrees and covenants as follows:

1. Employment with the Company as an employee or engagement with the Company as an independent contractor, as the case may be (the "**Engagement**"), will give the Participant access to proprietary and confidential information belonging to the Company, its customers, its suppliers and others (the proprietary and confidential information is collectively referred to in this Agreement as "**Confidential Information**"). Confidential Information includes but is not limited to customer lists, marketing plans, proposals, contracts, technical and/or financial information, databases, software and know-how. All Confidential Information remains the confidential and proprietary information of the Company.
2. As referred to herein, the "**Business of the Company**" shall relate to the business of the Company as the same is determined by the Board of Directors of the Company from time to time.
3. The Participant may in the course of the Engagement conceive, develop or contribute to material or information related to the Business of the Company, including, without limitation, software, technical documentation, ideas, inventions (whether or not patentable), hardware, know-how, marketing plans, designs, techniques, documentation and records, regardless of the form or media, if any, on which such is stored (referred to in this Agreement as "**Proprietary Property**"). The Company shall exclusively own all Proprietary Property which the Participant conceives, develops or contributes to in the course of the Engagement and all intellectual and industrial property and other rights of any kind in or relating to the Proprietary Property, including but not limited to all copyright, patent, trade secret and trade-mark rights in or relating to the Proprietary Property. For greater certainty, the Participant hereby assigns to the Company any and all rights that the Participant may have or obtain in or to the Proprietary Property. Material or information conceived, developed or contributed to by the Participant outside work hours on the Company's premises or through the use of the Company's property and/or assets shall also be Proprietary Property and be governed by this Agreement if such material or

information relates to the Business of the Company. The Participant shall keep full and accurate records accessible at all times to the Company relating to all Proprietary Property and shall promptly disclose and deliver to the Company all Proprietary Property.



WHITE RABBIT LABS PVT

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Phase 2, Kakkanad, Kochi, Kerala - 682030

4. The Participant shall, both during and after the Engagement, keep all Confidential Information and Proprietary Property confidential and shall not use any of it except for the purpose of carrying out authorized activities on behalf of the Company. The Participant may, however, use or disclose Confidential Information which:
- is or becomes public other than through a breach of this Agreement;
 - is known to the Participant prior to the date of this Agreement and with respect to which the Participant does not have any obligation of confidentiality; or
 - is required to be disclosed by law, whether under an order of a court or Governmental tribunal or other legal process, provided that Participant informs the Company of such requirement in sufficient time to allow the Company to avoid such disclosure by the Participant.

The Participant shall return or destroy, as directed by the Company, Confidential Information and Proprietary Property to the Company upon request by the Company at any time. The Participant shall certify, by way of affidavit or statutory declaration, that all such Confidential Information and Proprietary Property has been returned or destroyed, as applicable.

5. The Participant covenants and agrees not to make any unauthorized use whatsoever of or to bring onto the Company's premises for the purpose of making any unauthorized use whatsoever of any trade secrets, confidential information or proprietary property of any third party, including without limitation any trade-marks or copyrighted materials, during the course of the Engagement. The Participant agrees and represents that the Engagement and the execution of this Agreement do not and will not breach any agreement to which the Participant is currently a party or which currently applies to the Participant.
6. At the reasonable request and at the sole expense of the Company, the Participant shall do all reasonable acts necessary and sign all reasonable documentation necessary in order to ensure the Company's ownership of the Proprietary Property and all intellectual and industrial property rights and other rights in the same, including but not limited to providing to the Company written assignments of all rights to the Company and any other documents required to enable the Company to document rights to and/or register patents, copyrights, trade-marks, industrial designs and such other protections as the Company considers advisable anywhere in the world.
7. The Participant hereby irrevocably and unconditionally waives all moral rights the Participant may now or in the future have in any Proprietary Property.



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8th Floor, Trans Asia Cyber Park, Infopark
Phase 2, Kakkanad, Kochi, Kerala - 682030

8. The Participant agrees that the Participant will, if requested from time to time by the Company, execute such further reasonable agreements as to confidentiality and proprietary rights as the Company's customers or suppliers reasonably required to protect Confidential Information or Proprietary Property.
9. Regardless of any changes in position, salary or otherwise, including, without limitation, termination of the Engagement, unless otherwise stipulated pursuant to the terms hereof, the Participant will continue to be subject to each of the terms and conditions of this Agreement and any other(s) executed pursuant to the preceding paragraph.
10. The Participant agrees that the Participant's sole and exclusive remedy for any breach of this Agreement or any other agreement by the Company will be limited to monetary damages and that the Participant will not make any claim in respect of any rights to or interest in any Confidential Information or Proprietary Property.
11. The Participant acknowledges that the services provided by the Participant to the Company are unique. The Participant further agrees that irreparable harm will be suffered by the Company in the event of the Participant's breach or threatened breach of any of his or her obligations under this Agreement, and that the Company will be entitled to seek, in addition to any other rights and remedies that it may have at law or equity, a temporary or permanent injunction restraining the Participant from engaging in or continuing any such breach hereof. Any claims asserted by the Participant against the Company shall not constitute a defence in any injunction action, application or motion brought against the Participant by the Company.
12. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, that provision shall be deleted and the other provisions shall remain in effect.

Employee

(Signature)

(Date)

Employer

(Signature)

(Date)



WHITE RABBIT LABS PVT

8th Floor, Trans Asia Cyber Park, Infopark
Phase 2, Kakkanad, Kochi, Kerala - 682030

November 26, 2021

Vaibhav Nair

No.99 S2, Krishna Homes
Priya Nagar, Ambattur
Chennai 600053

Dear Vaibhav,

I am pleased to confirm our verbal offer of employment to you for a **Regular - Full Time** position with **White Rabbit Labs** as **Trainee**, effective **August 01, 2022**. As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

The details of our offer, including the terms and conditions of your employment, are attached as Schedule "A."

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both **White Rabbit Labs** and yourself with respect to your employment conditions. It details the terms and conditions of your employment with **White Rabbit Labs**, and will form our agreed upon employment contract with you once signed.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule(s), initialing each page in the right-hand corner, and returning it to me upon your earliest convenience, but prior to your first day of employment.

Vaibhav, we look forward to welcoming you to the **White Rabbit Labs** team and wish you a successful and rewarding career with us.

Sincerely,

Abhilash S
Director

I, **Vaibhav Nair**, acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Signature

Date

**WHITE RABBIT LABS PVT**

8th Floor, Trans Asia Cyber Park, Infopark
Phase 2, Kakkanad, Kochi, Kerala - 682030

Schedule A

**WHITE RABBIT Labs
Terms and Conditions of Employment**

The following outlines the terms and conditions of employment with **White Rabbit**. The Company reserves the right to change these terms and conditions as necessary, with due notice.

Title	<i>Trainee</i>
Initial Reporting Relationship	<i>Architect</i>
Responsibilities	<p>As a Engineer Trainee you will join a rigorous training program that combines skills assessments, a comprehensive curriculum, functional mentorship, a capstone digital challenge, and support to place you on your first digital project. Equipped with the foundational digital skills to accelerate your career, you'll join a team and apply those skills to support our clients' missions.</p> <p>While employed by the Company, you agree to work on a full-time basis exclusively for the Company and agree that you shall not, while you are employed by the Company, be employed or engaged in any capacity, in promoting, undertaking or carrying on any other business that competes with the Company or interferes or could reasonably interfere with your duties to the Company without our prior written permission..</p>
Cost to the Company	<p><i>Amount (Rs 420,000)</i> per annum.</p> <p>The salary revision will happen every 12 months.</p>
Status	<i>Full-Time</i>
Start Date	August 01, 2022 (Monday)
Hours of Work	The company's core hours of operation are Monday to Friday from 9:00 am to 6:00 pm . Employees are expected to work a minimum of 40 hours per week.
Payroll Schedule	Your salary will be paid to you on a monthly basis, less required deductions.



WHITE RABBIT LABS PVT

8th Floor, Trans Asia Cyber Park, Infopark
Phase 2, Kakkanad, Kochi, Kerala - 682030

Policies and Standards	White Rabbit Labs has established various policies and standards that ensure a safe, enjoyable working environment. During the period of your employment with us, you agree to be bound by these policies and standards, and any future policies and standards that are reasonably introduced by the Company. It is agreed that the introduction and administration of these policies is within the sole discretion of White Rabbit Labs and that these policies do not form a part of this Agreement. It is agreed that if White Rabbit Labs introduces, amends or deletes employment-related policies as conditions warrant that such introduction, deletion or amendment does not constitute a breach of this Agreement.
Confidentiality and Intellectual Property	Our offer of employment is conditional upon you agreeing to and abiding by the "Confidentiality and Proprietary Information Agreement." Attached Schedule "C."
Non Solicitation	You hereby agree that, while you are employed by White Rabbit Labs and for five (5) years following the termination of your employment with White Rabbit Labs , you will not (i) recruit, attempt to recruit or directly or indirectly participate in the recruitment of, any White Rabbit Labs employee or (ii) directly or indirectly solicit, attempt to solicit, canvass or interfere with any customer or supplier of White Rabbit Labs , in a manner that conflicts with or interferes in the business of White Rabbit as conducted with such customer or supplier.
Representation	You hereby represent and warrant to White Rabbit Labs that you are not a party to any written or oral agreement with any third party that would restrict your ability to enter into this Agreement or the Confidentiality and Proprietary Information Agreement or to perform your obligations hereunder and that you will not, by joining White Rabbit Labs , breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favour of any third party.
Changes to Duties and/or Compensation	If your duties or compensation should change during the course of your employment with White Rabbit Labs , the validity of our agreement will not be affected. In addition, if one or more of the provisions in our agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

**WHITE RABBIT LABS PVT**

8th Floor, Trans Asia Cyber Park, Infopark
Phase 2, Kakkanad, Kochi, Kerala - 682030

Probation	You will be on probation for a period of six (6) months from the date of joining with White Rabbit Labs . During this period, your performance will be monitored periodically and your confirmation shall be subject to Company's determination of your level of performance. Unsatisfactory performance at any time during the probation period may lead to dismissal of your employment.
Minimum Service Period	Should you wish to resign from your employment with White Rabbit Labs , You shall serve 2 Months notice period to enable us to transition your work. In the event of misconduct or an act of serious breach by you, White Rabbit Labs is entitled to terminate your employment with immediate effect without any prior notice.
Termination	White Rabbit Labs may terminate your employment at any time for cause by providing due notice, under any of the following circumstances:- <ul style="list-style-type: none">- When performance does not meet acceptable standards, as defined by the Department Heads.- Any other Force majeure situations that may affect the company operations.
Legal Advice	If you are uncertain about the contents of this offer, we suggest that it may be advisable to seek independent legal advice prior to signing.



WHITE RABBIT LABS PVT

8th Floor, Trans Asia Cyber Park, Infopark
Phase 2, Kakkanad, Kochi, Kerala - 682030

Schedule C

Confidentiality and Proprietary Information Agreement

In consideration of employment as an employee or engagement as an independent contractor with *White Rabbit Labs* (the "**Company**"), the undersigned (the "**Participant**") agrees and covenants as follows:

1. Employment with the Company as an employee or engagement with the Company as an independent contractor, as the case may be (the "**Engagement**"), will give the Participant access to proprietary and confidential information belonging to the Company, its customers, its suppliers and others (the proprietary and confidential information is collectively referred to in this Agreement as "**Confidential Information**"). Confidential Information includes but is not limited to customer lists, marketing plans, proposals, contracts, technical and/or financial information, databases, software and know-how. All Confidential Information remains the confidential and proprietary information of the Company.
2. As referred to herein, the "**Business of the Company**" shall relate to the business of the Company as the same is determined by the Board of Directors of the Company from time to time.
3. The Participant may in the course of the Engagement conceive, develop or contribute to material or information related to the Business of the Company, including, without limitation, software, technical documentation, ideas, inventions (whether or not patentable), hardware, know-how, marketing plans, designs, techniques, documentation and records, regardless of the form or media, if any, on which such is stored (referred to in this Agreement as "**Proprietary Property**"). The Company shall exclusively own all Proprietary Property which the Participant conceives, develops or contributes to in the course of the Engagement and all intellectual and industrial property and other rights of any kind in or relating to the Proprietary Property, including but not limited to all copyright, patent, trade secret and trade-mark rights in or relating to the Proprietary Property. For greater certainty, the Participant hereby assigns to the Company any and all rights that the Participant may have or obtain in or to the Proprietary Property. Material or information conceived, developed or contributed to by the Participant outside work hours on the Company's premises or through the use of the Company's property and/or assets shall also be Proprietary Property and be governed by this Agreement if such material or

information relates to the Business of the Company. The Participant shall keep full and accurate records accessible at all times to the Company relating to all Proprietary Property and shall promptly disclose and deliver to the Company all Proprietary Property.



WHITE RABBIT LABS PVT

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Phase 2, Kakkanad, Kochi, Kerala - 682030

4. The Participant shall, both during and after the Engagement, keep all Confidential Information and Proprietary Property confidential and shall not use any of it except for the purpose of carrying out authorized activities on behalf of the Company. The Participant may, however, use or disclose Confidential Information which:
- is or becomes public other than through a breach of this Agreement;
 - is known to the Participant prior to the date of this Agreement and with respect to which the Participant does not have any obligation of confidentiality; or
 - is required to be disclosed by law, whether under an order of a court or Governmental tribunal or other legal process, provided that Participant informs the Company of such requirement in sufficient time to allow the Company to avoid such disclosure by the Participant.

The Participant shall return or destroy, as directed by the Company, Confidential Information and Proprietary Property to the Company upon request by the Company at any time. The Participant shall certify, by way of affidavit or statutory declaration, that all such Confidential Information and Proprietary Property has been returned or destroyed, as applicable.

5. The Participant covenants and agrees not to make any unauthorized use whatsoever of or to bring onto the Company's premises for the purpose of making any unauthorized use whatsoever of any trade secrets, confidential information or proprietary property of any third party, including without limitation any trade-marks or copyrighted materials, during the course of the Engagement. The Participant agrees and represents that the Engagement and the execution of this Agreement do not and will not breach any agreement to which the Participant is currently a party or which currently applies to the Participant.
6. At the reasonable request and at the sole expense of the Company, the Participant shall do all reasonable acts necessary and sign all reasonable documentation necessary in order to ensure the Company's ownership of the Proprietary Property and all intellectual and industrial property rights and other rights in the same, including but not limited to providing to the Company written assignments of all rights to the Company and any other documents required to enable the Company to document rights to and/or register patents, copyrights, trade-marks, industrial designs and such other protections as the Company considers advisable anywhere in the world.
7. The Participant hereby irrevocably and unconditionally waives all moral rights the Participant may now or in the future have in any Proprietary Property.



WHITE RABBIT LABS PVT

8th Floor, Trans Asia Cyber Park, Infopark
Phase 2, Kakkanad, Kochi, Kerala - 682030

8. The Participant agrees that the Participant will, if requested from time to time by the Company, execute such further reasonable agreements as to confidentiality and proprietary rights as the Company's customers or suppliers reasonably required to protect Confidential Information or Proprietary Property.
9. Regardless of any changes in position, salary or otherwise, including, without limitation, termination of the Engagement, unless otherwise stipulated pursuant to the terms hereof, the Participant will continue to be subject to each of the terms and conditions of this Agreement and any other(s) executed pursuant to the preceding paragraph.
10. The Participant agrees that the Participant's sole and exclusive remedy for any breach of this Agreement or any other agreement by the Company will be limited to monetary damages and that the Participant will not make any claim in respect of any rights to or interest in any Confidential Information or Proprietary Property.
11. The Participant acknowledges that the services provided by the Participant to the Company are unique. The Participant further agrees that irreparable harm will be suffered by the Company in the event of the Participant's breach or threatened breach of any of his or her obligations under this Agreement, and that the Company will be entitled to seek, in addition to any other rights and remedies that it may have at law or equity, a temporary or permanent injunction restraining the Participant from engaging in or continuing any such breach hereof. Any claims asserted by the Participant against the Company shall not constitute a defence in any injunction action, application or motion brought against the Participant by the Company.
12. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, that provision shall be deleted and the other provisions shall remain in effect.

Employee

(Signature)

(Date)

Employer

(Signature)

(Date)



sset last name <sset@scmsgroup.org>

IBS Campus Recruitment - 2022 |SCMS School of Engineering and Technology - Offer Letter Confirmation

22 messages

Steena M Joseph <Steena.Joseph@ibsplc.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>
Cc: Jobjos Scaria <Jobjos.Scaria@ibsplc.com>

Sat, Jan 1, 2022 at 12:15 PM

Greetings from IBS Software !

Kindly find the attached list of students who have received their offer letters in their personal e-mail. Kindly forward the status of students as soon as possible.

Regards

Steena M Joseph | [Human Resources \(Campus Recruitment\)](#)



521-524, Nila Building, Technopark Campus, Trivandrum - 695 581, Kerala, India

☎ +91 7510835732

✉ steena.joseph@ibsplc.com | www.ibsplc.com

DISCLAIMER: "The information in this e-mail and any attachment is intended only for the person to whom it is addressed and may contain confidential and/or privileged material. If you have received this e-mail in error, kindly contact the sender and destroy all copies of the original communication. IBS makes no warranty, express or implied, nor guarantees the accuracy, adequacy or completeness of the information contained in this email or any attachment and is not liable for any errors, defects, omissions, viruses or for resultant loss or damage, if any, direct or indirect."



SCMS School of Engineering and Technology.xlsx

10K

SSET <sset@scmsgroup.org>

Sat, Jan 1, 2022 at 7:40 PM

To: vaibhavnair008@gmail.com, gracious932@gmail.com, sagarnjr2255@gmail.com, sanjanavarghese47120@gmail.com, telvinten7@gmail.com, aswathyrpn@gmail.com, sananthkc12@gmail.com, neerajmallisseri@gmail.com, nimishakuriachan@gmail.com, swethajs29@gmail.com, fahimfathima12@gmail.com, dhilnamathews@gmail.com, raheela1822@gmail.com, jeslinmerin@gmail.com
Cc: Jayanand B <jayanand@scmsgroup.org>

Dear all,

Kindly read through the trailing mail and let us know your decision about acceptance of the offer. Kindly answer to this mail to make it convenient for us to fwd the status to the company.

Thanks
Placements
SSET

[Quoted text hidden]



SCMS School of Engineering and Technology.xlsx

10K

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jan 1, 2022 at 7:40 PM



Address not found

Your message wasn't delivered to **aswathyrpn@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> k7sor6942987oic.9 - gsmt

Final-Recipient: rfc822; aswathyrpn@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> k7sor6942987oic.9 - gsmt

Last-Attempt-Date: Sat, 01 Jan 2022 06:10:23 -0800 (PST)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: vaibhavna008@gmail.com, gracious932@gmail.com, sagarnjr2255@gmail.com, sanjanavarghese47120@gmail.com, telvinten7@gmail.com, aswathyrpn@gmail.com, sananthkc12@gmail.com, neerajmallisseri@gmail.com, nimishakuriachan@gmail.com, swethajs29@gmail.com, fahimfathima12@gmail.com, dhilnamathews@gmail.com, raheela1822@gmail.com, jeslinmerin@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

Bcc:

Date: Sat, 1 Jan 2022 19:40:22 +0530

Subject: Fwd: IBS Campus Recruitment - 2022 |SCMS School of Engineering and Technology - Offer Letter Confirmation

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jan 1, 2022 at 7:42 PM

To: aswathy2000@ieee.org

[Quoted text hidden]



SCMS School of Engineering and Technology.xlsx
10K

NEERAJ M <neerajmallisseri@gmail.com>
To: SSET <sset@scmsgroup.org>

Sat, Jan 1, 2022 at 10:13 PM

I would like to accept the offer from IBS.
Thank you
Neeraj M
S7 CS2

[Quoted text hidden]



image001.jpg
8K

Sananth K C <sananthkc12@gmail.com>
To: SSET <sset@scmsgroup.org>

Sat, Jan 1, 2022 at 10:54 PM

I would like to accept the offer letter from IBS.
Thank you

Sananth K C
S7 CS2

[Quoted text hidden]

Gracious Baby <gracious932@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 12:36 AM

Respected sir/ma'am ,
I accept the offer from IBS. Hoping to hear from them soon.

with regards
Gracious Baby

On Sat, Jan 1, 2022 at 7:40 PM SSET <sset@scmsgroup.org> wrote:
[Quoted text hidden]

Jeslin Merin Sajeew <jeslinmerin@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 8:14 AM

[Quoted text hidden]



SCMS School of Engineering and Technology.xlsx
10K

Aswathy Rajan <aswathy2000@ieee.org>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 9:03 AM

Dear Madam/Sir,
I hereby attach the excel sheet regarding the status of the acceptance of the IBS offer letter.

Regards,
Aswathy Rajan
[Quoted text hidden]



SCMS School of Engineering and Technology.xlsx
11K

Dhilna K M <dhilnamathews@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:17 AM

Accepted

On Sat, 1 Jan, 2022, 7:40 pm SSET, <sset@scmsgroup.org> wrote:
[Quoted text hidden]



image001.jpg
8K

SWETHA J S <swethajs29@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:19 AM

On Sat, 1 Jan 2022 at 7:40 PM, SSET <sset@scmsgroup.org> wrote:

Dear all,
Kindly read through the trailing mail and let us know your decision about acceptance of the offer. Kindly answer to this mail to make it convenient for us to fwd the status to the company.
Thanks
Placements
SSET

----- Forwarded message -----

From: **Steena M Joseph** <Steena.Joseph@ibsplc.com>
Date: Saturday, January 1, 2022
Subject: IBS Campus Recruitment - 2022 |SCMS School of Engineering and Technology - Offer Letter Confirmation
To: "sset@scmsgroup.org" <sset@scmsgroup.org>
Cc: Jobjos Scaria <Jobjos.Scaria@ibsplc.com>

Greetings from IBS Software !

Kindly find the attached list of students who have received their offer letters in their personal e-mail. Kindly forward the status of students as soon as possible.

Regards

Steena M Joseph | Human Resources (Campus Recruitment)



521-524, Nila Building, Technopark Campus, Trivandrum - 695 581, Kerala, India

☎ +91 7510835732

✉ steena.joseph@ibsplc.com | www.ibsplc.com

Offer Letter Recieved And Accepted

Thank you
Swetha J S

[Quoted text hidden]

NEERAJ M <neerajmallisseri@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:25 AM

Offer Letter Received and Accepted
Thank you
[Quoted text hidden]

Sagar <sagarnjr2255@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:28 AM

Offer letter received and accepted

Thank you
[Quoted text hidden]



image001.jpg
8K

Telvin K T <telvinten7@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:30 AM

Offer letter received and accepted .
Thank You

Telvin K T
S7 CS2
[Quoted text hidden]



image001.jpg
8K

Aswathy Rajan <aswathy2000@ieee.org>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:30 AM

Aswathy Rajan - Offer letter received and accepted.
[Quoted text hidden]

SWETHA J S <swethajs29@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:33 AM

Offer Letter received and accepted.
Thank you
Swetha J S
[Quoted text hidden]

Fahim Fathima <fahimfathima12@gmail.com>
To: SSET <sset@scmsgroup.org>
Cc: Jayanand B <jayanand@scmsgroup.org>

Sun, Jan 2, 2022 at 11:21 AM

Sir,
I received the offer letter and did not accept the offer.

Thank you.

On Sat, Jan 1, 2022, 7:40 PM SSET <sset@scmsgroup.org> wrote:

[Quoted text hidden]



image001.jpg
8K

Sanjana Varghese <sanjanavarghese47120@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 12:14 PM

Yes, I accepted the offer.

[Quoted text hidden]



image001.jpg
8K

Nimisha Kuriachan <nimishakuriachan@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 1:16 PM

Dear Ma'am/sir,
I am Nimisha Kuriachan
I received the offer letter from IBS. Now I have better offer from another company so I am declining this offer.
Thank you

On Sat, 1 Jan, 2022, 7:40 pm SSET, <sset@scmsgroup.org> wrote:

[Quoted text hidden]



image001.jpg
8K

Sananth K C <sananthkc12@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 11:22 PM

Offer letter received and accepted.
Thank you

Sananth K C
S7 CS2

[Quoted text hidden]

Raheela NA <raheela1822@gmail.com>
To: SSET <sset@scmsgroup.org>

Mon, Jan 3, 2022 at 11:26 AM

Offer letter received and accepted.

[Quoted text hidden]



image001.jpg
8K

SSET <sset@scmsgroup.org>

Wed, Jan 12, 2022 at 10:39 AM

To: Steena M Joseph <Steena.Joseph@ibsplc.com>
Cc: Jobjos Scaria <Jobjos.Scaria@ibsplc.com>

Dear Sir/Madam,

Greetings.

Please find the attached status of students who were selected from our college by your esteemed organization. We express our gratitude towards you for considering our students for the placement drive.

Thanks and Regards,

Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Ernakulam.

[Quoted text hidden]



SCMS School of Engineering and Technology (1)_offers_IBS.xlsx

10K

Candidate Name	email ID	Mobile Number
Vaibhav Nair	vaibhavnair008@gmail.com	7358766296
Gracious Baby	gracious932@gmail.com	8589060181
Sagar Narendranath	sagarnjr2255@gmail.com	8547062252
Sanjana Varghese	sanjanavarghese47120@gmail.com	09447978843
Telvin KT	telvinten7@gmail.com	9048310977
Aswathy Rajan	aswathyrpn@gmail.com	8078794268
Sananth K C	sananthkc12@gmail.com	9747362808
NEERAJ M	neerajmallisseri@gmail.com	9446161688
Nimisha Kuriachan	nimishakuriachan@gmail.com	9656463518
SWETHA J S	swethajs29@gmail.com	6282527502
Fahim Fathima K A	fahimfathima12@gmail.com	9072936857
Dhilna K M	dhilnamathews@gmail.com	9446172475
RAHEELA N.A.	raheela1822@gmail.com	8547203079
Jeslin Merin Sajeev	jeslinmerin@gmail.com	9496886028

Branch	Offer Letter Received	Offer Letter Accepted/Rejected
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Rejected
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Rejected
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Electronics and Communication Engineering	Yes	Accepted



sset last name <sset@scmsgroup.org>

Gadgeon Smart Systems- Schedule for Recruitment drive- 2022 Pass out

11 messages

Resource Management Group <resourcemanagementgroup@gadgeon.com>
To: jayanand@scmsgroup.org, sset@scmsgroup.org

Thu, Nov 25, 2021 at 12:17 PM

Hello Sir,

Greetings for the day

Nice to e-meet you. As discussed with you today, we would like to proceed with the Campus drive for your students on Friday, 3rd December 2021. Below is the JD and other details for your reference.

Post: Software Engineer

Job Description: To analyse, design, develop, validate and maintain embedded / application software for the Internet of Things devices.

Annual CTC: During 2 months of training and 4 months of probation will be 3.6 Lacs. And after 6 months, the revised CTC will be between 4.2 Lacs – 6 Lacs based on the performance during the first 6 months.

Number of Openings: 100

Work Location: Kochi

Branches we are looking for are:

B.Tech Streams:

1. Electrical & Electronics Engineering,
2. Electronics and Communication Engineering
3. Computer Science & Engineering

Eligibility Criteria:

- Students should not have more than 1 active backlog / arrear at the time of appearing for the Gadgeon Selection process in the highest qualification. If selected, students should not have any pending backlog or arrear at the time of joining Gadgeon.

Class X	Class XII	Diploma (If Applicable)	B.Tech
75%	75%	75%	65% or 6.5 CGPA

Requesting your help in sharing the candidate details in the attached format by Monday, November 15, 2021.

Mode of Test

1. First Round - Online test (Video Call) , Includes Aptitude and Technical Questions
2. Second Round - One on One Interview (Video Call)
3. Final Round - Video Call

Regards,
Nikhil Rajagopalan
Resource Management Group

Resource Management Group <resourcemanagementgroup@gadgeon.com>
To: jayanand@scmsgroup.org, sset@scmsgroup.org

Thu, Nov 25, 2021 at 12:22 PM

Hi Sir,

Attached is the candidate details template in which you can share the candidate details on or before November 29, 2021.

Regards,
Nikhil Rajagopalan
Resource Management Group


[Quoted text hidden]

Campur_Drive_Candidate_Details.xlsx
13K

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Thu, Nov 25, 2021 at 12:28 PM

[Quoted text hidden]

 **Campur_Drive_Candidate_Details.xlsx**
13K

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Thu, Nov 25, 2021 at 12:41 PM

Madam,

Please forward to 2022 EE, EC and CS students and get their data in the template provided.

Regards,

Jayanand B

----- Forwarded message -----

From: **Resource Management Group** <resourcemanagementgroup@gadgion.com>
Date: Thu, Nov 25, 2021 at 12:17 PM
Subject: Gadgion Smart Systems- Schedule for Recruitment drive- 2022 Pass out
To: <jayanand@scmsgroup.org>, <sset@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Thu, Nov 25, 2021 at 3:03 PM

To: abhijithkrishnaer15@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, Akhil Raj <shradhakhil02@gmail.com>, akshairk658@gmail.com, akshayshilesh22@gmail.com, Akshay Viswam <akshayviswam99@gmail.com>, Amal A <antonyamal635@gmail.com>, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, Anita Martin <anitamartin0811@gmail.com>, anupoly101@gmail.com, aparnarang98@gmail.com, Arjun S <arjuns62709@gmail.com>, aryancraj@gmail.com, aswathy2000@ieee.org, dhilnamathews@gmail.com, Diya Jolly <diyajolly29072000@gmail.com>, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, joshvvinjosy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, merinmarysabu11@gmail.com, mohammedfayaz132676@gmail.com, neerajsagar1998@gmail.com, nivuantony@gmail.com, praveenakp2018@gmail.com, raheela1822@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sonadv71@gmail.com, souravpc3214@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, vaibhavnavair008@gmail.com, vivuvivek48@gmail.com, yedujayan2000@gmail.com, angelojoyson2018@gmail.com, Ansan Simon <ansansimon@gmail.com>, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, Alvin Benni <alvinbenni24@gmail.com>, amithav2000@gmail.com, Aneesha ks <aneeshaks20@gmail.com>, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, Dhanush Krishnan <dhanushkrishnan10@gmail.com>, Kavya Krishna <kavya.k10072000@gmail.com>, divinelakshmi2000@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, Sahala Hydrose <sahalaa007@gmail.com>, sssaviadavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com

Dear Students,

Please go through the eligibility criteria and register your responses in the link provided latest by 2.00 p.m tomorrow the 26th of November 2021

<https://forms.gle/F6Ak6aXK9xbpHVMv7>

Thanks

Placement cell.

----- Forwarded message -----

From: **Resource Management Group** <resourcemanagementgroup@gadgion.com>
Date: Thu, Nov 25, 2021 at 12:17 PM
Subject: Gadgion Smart Systems- Schedule for Recruitment drive- 2022 Pass out
To: <jayanand@scmsgroup.org>, <sset@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Nov 26, 2021 at 3:11 PM

To: Resource Management Group <resourcemanagementgroup@gadgion.com>
Cc: Jayanand B <jayanand@scmsgroup.org>

Dear Sir/Madam,

The list of interested candidates is attached for your kind perusal. Kindly update us with further procedures.


Thanks in advance

Regards

Prof. Jayanand B

On Thu, Nov 25, 2021 at 12:17 PM Resource Management Group <resourcemanagementgroup@gadgion.com> wrote:

[Quoted text hidden]

 **Gadgion_Drive_Candidate_Details.xlsx**
18K

Resource Management Group <resourcemanagementgroup@gadgion.com>
To: SSET <sset@scmsgroup.org>

Mon, Nov 29, 2021 at 10:57 PM

Thank you Sir for the details. Will review and revert back in case of any queries.

Regards,

Nikhil Rajagopalan

Resource Management Group

[Quoted text hidden]

Resource Management Group <resourcemanagementgroup@gadgeon.com>
To: SSET <sset@scmsgroup.org>

Wed, Dec 1, 2021 at 12:44 AM

Hello Sir,

We had validated the candidate details shared by you for the drive and we regret to inform you that we wouldn't be able to include the below candidates in the drive for now as they don't meet the 75% cut off marks required in 12th grade.

Candidate Name	Email	Contact#	College Name	Highest Qualification	Branch
Gracious Baby	gracious932@gmail.com	8589060181	SCMS School of Engineering and Technology	B.Tech	Computer Science & Engineering
Shehzad Ibrahim	ibrahim.shehzad7@gmail.com	9567142522	SCMS School of Engineering and Technology	B.Tech	Computer Science & Engineering
HARIGOVIND S	harigovinds2000@gmail.com	9567407218	SCMS School of Engineering and Technology	B.Tech	Computer Science & Engineering
Akhil Rajan	rajakhil0299@gmail.com	7994719320	SCMS School of Engineering and Technology	B.Tech	Computer Science & Engineering
Akshay Shilesh	akshayshilesh22@gmail.com	7025161843	SCMS School of Engineering and Technology	B.Tech	Computer Science & Engineering
Amal Hafiz K A	amalhafiz123@gmail.com	9747780182	SCMS School of Engineering and Technology	B.Tech	Computer Science & Engineering
Andria Nicholas	maryjandria@gmail.com	8281815310	SCMS School of Engineering and Technology	B.Tech	Computer Science & Engineering

Regards,
Nikhil Rajagopalan
Resource Management Group

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Dec 1, 2021 at 1:39 AM

To: Shehzad Ibrahim <ibrahim.shehzad7@gmail.com>, gracious932@gmail.com, harigovinds2000@gmail.com, rajakhil0299@gmail.com, akshayshilesh22@gmail.com, amalhafiz123@gmail.com, maryjandria@gmail.com
Cc: Jayanand B <jayanand@scmsgroup.org>

----- Forwarded message -----

From: **Resource Management Group** <resourcemanagementgroup@gadgeon.com>
Date: Wednesday, December 1, 2021
Subject: Gadgeon Smart Systems- Schedule for Recruitment drive- 2022 Pass out

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>

Fri, Dec 3, 2021 at 1:26 PM

To: SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: **Resource Management Group** <resourcemanagementgroup@gadgeon.com>
Date: Fri, 3 Dec 2021, 13:14
Subject: Re: Gadgeon Smart Systems- Schedule for Recruitment drive- 2022 Pass out
To: Jayanand B <jayanand@scmsgroup.org>

Hello Sir,

Please find the list of shortlisted candidates from SCMS. Can you please advise them to attend the discussion as per the below slots.

Candidate Name	Email Address	Contact#	Time Slot	Status
Abhijith Krishna E R	abhijithkrishnaer15@gmail.com	8301909055	0330PM	
Parvathy Vinod	parvathyvinod167@gmail.com	9400079468	0400PM	
Praveena k p	praveenakp2018@gmail.com	9539206837	05:30PM	Confirmed for discussion
ROHITH VR	rohithvr19@gmail.com	6282972164	3:00 PM	
Shahana mol B	shahanashahu309@gmail.com	8589011404	03:30 PM	
Aswathimol S	aswathimols01@gmail.com	8139884242	04: 00 PM	Confirmed for discussion

Regards,
Nikhil Rajagopalan
Resource Management Group

On Wed, Dec 1, 2021 at 7:33 AM Jayanand B <jayanand@scmsgroup.org> wrote:
Dear Sir,

Thank you very much for the update.

Regards,

Jayanand B

On Thu, Nov 25, 2021 at 12:17 PM Resource Management Group <resourcemanagementgroup@gadgeon.com> wrote:

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>

Wed, Dec 8, 2021 at 1:53 PM

To: SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: **Resource Management Group** <resourcemanagementgroup@gadgeon.com>
 Date: Sun, Dec 5, 2021 at 6:30 PM
 Subject: Re: Gadgeon Smart Systems- Schedule for Recruitment drive- 2022 Pass out
 To: Jayanand B <jayanand@scmsgroup.org>

Hello Sir,

Greetings for the day.

Thank you for the support provided for coordinating the campus drive. With your support we were able to complete the test on time and with maximum participation.

We are hereby attaching the attendance sheet and test results of the candidates who attended the test on Friday.

Out of the 38 candidates registered, 13 candidates attended the test on Friday and of which 6 candidates were shortlisted post to the system test. All the 6 candidates were scheduled for the discussion on Friday itself and we are happy to announce that of the 6 candidates 5 have been selected for the Software Engineer - Trainee post with us.

We have sent a confirmation email for all the candidates who have been shortlisted for the role and offer generation is also in progress. We have notified other candidates as well about the test and discussion results as well.

Total Candidates Registered	Attendance Status - System Test		System Test - Result			Discussion Status	
	Present	Absent	Cleared	Not Cleared	Disqualified	Cleared	Not Cleared
38	13	25	6	7	-	5	1

Candidates who has been shortlisted for the role are:

1. Abhijith Krishna E R
2. Parvathy Vinod
3. Praveena k p
4. ROHITH VR
5. Shahana Mol B

Regards,
 Nikhil Rajagopalan
 Resource Management Group

On Thu, Dec 2, 2021 at 2:12 AM <resourcemanagementgroup@gadgeon.com> wrote:

Hello Sir,

We be sharing the details of the system test to all the candidates by Thursday morning.

Regards,
 Nikhil Rajagopalan

From: Jayanand B <jayanand@scmsgroup.org>
Sent: 01 December 2021 07:34
To: Resource Management Group <resourcemanagementgroup@gadgeon.com>
Subject: Re: Gadgeon Smart Systems- Schedule for Recruitment drive- 2022 Pass out

Dear Sir,

Thank you very much for the update.

Regards,

Jayanand B

On Thu, Nov 25, 2021 at 12:17 PM Resource Management Group <resourcemanagementgroup@gadgeon.com> wrote:

Hello Sir,

Greetings for the day

Nice to e-meet you. As discussed with you today, we would like to proceed with the Campus drive for your students on Friday, 3rd December 2021. Below is the JD and other details for your reference.

Post: Software Engineer

Job Description: To analyse, design, develop, validate and maintain embedded / application software for the Internet of Things devices.

Annual CTC: During 2 months of training and 4 months of probation will be 3.6 Lacs. And after 6 months, the revised CTC will be between 4.2 Lacs – 6 Lacs based on the performance during the first 6 months.

Number of Openings: 100

Work Location: Kochi

Branches we are looking for are:

B.Tech Streams:

1. Electrical & Electronics Engineering,
2. Electronics and Communication Engineering
3. Computer Science & Engineering

Eligibility Criteria:

- Students should not have more than 1 active backlog / arrear at the time of appearing for the Gadgeon Selection process in the highest qualification. If selected, students should not have any pending backlog or arrear at the time of joining Gadgeon.

Class X	Class XII	Diploma (If Applicable)		B.Tech
75%	75%	75%		65% or 6.5 CGPA

Requesting your help in sharing the candidate details in the attached format by Monday, November 15, 2021.

Mode of Test

1. First Round - Online test (Video Call) , Includes Aptitude and Technical Questions
2. Second Round - One on One Interview (Video Call)
3. Final Round - Video Call

[Quoted text hidden]

HR/Gad/Offer Letter/2021-12/350

05th December 2021
Abhijith Krishna E R

WELCOME LETTER

Dear Abhijith Krishna E R,

We take great pleasure in inviting you to be an integral part of GadgEon Smart Systems Pvt Ltd, an end-to-end Product Engineering and IoT Solution Development Company.

We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with GadgEon, which you may kindly be sent to us, with your signature on each page, as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

GadgEon Smart Systems Pvt Ltd,
Unit O203, 2nd Floor,
Building SCK-01,
Smartcity, Kochi- 682030
India

In case you need any clarifications regarding your job, compensation, or any policy please contact: Human Resources at **hr@gadgeon.com**.

We look forward to you having a long and fruitful relationship with GadgEon.



Sincerely,
for GadgEon Smart Systems Pvt. Ltd

OFFER & APPOINTMENT LETTER

STRICTLY CONFIDENTIAL

Dear Abhijith Krishna E R,

We are pleased to offer you a position of **Software Engineer Trainee** with GadgEon Smart Systems Pvt Ltd, from herein referred to as "GadgEon" in the rest of the document. We offer you this position as per GadgEon's employment terms and conditions.

The employment terms and conditions are:

1. Appointment

Your employment with the Company will start from your joining date and it shall be not later than **1st August 2022**. You will be on probation for the first six months. If in the opinion of the Company you are found suitable in the post, you will be confirmed based on the performance review after the probation period. All terms and conditions under section (10) are applicable only after your position is confirmed.

2. Designation and reporting

On joining you will be designated as **Software Engineer Trainee**. Your designation, business title and reporting relationship may change as you progress in the company.

3. Place of work and travel

Your initial place of work will be at **Kochi**, but you are liable to be transferred at any time to any other unit of the company, in India or abroad, on a temporary or permanent basis. You may also be transferred to any other unit/office, in India or abroad, operated by its associates/collaborators on the terms and conditions prevalent in the town/city or country concerned at the discretion of the company. You may be required to undertake travel on company work and you will be paid travel expenses for this as per company rules.

4. Hours of work

Your normal hours of work are 9.00 am to 6.00 pm Monday to Friday, excluding public holidays. The timing will be flexible with respect to the client's working hours.

5. Compensation

- a. Your all-inclusive average compensation package on a cost to company (CTC) basis shall be **Rs.3,60,000** /- during your probation period. The details are given below.

Gadgeon Smart System Private Limited - CTC Stack		
Components	Monthly	Annual
Basic + DA	₹ 21,500	₹ 2,58,000
HRA	₹ 0	₹ 0
Flexible Benefits	₹6,680	₹ 80,160
Gross Pay	₹ 28,180	₹ 3,38,160
PF (Employer Contribution)	1800	21600
Labour Welfare Fund (Employer contribution)	20	240
Performance Linked Compensation (Paid Quarterly) *	₹0	₹0
Cost to the Company (CTC)	₹ 30,000	₹ 3,60,000

***Quarterly Performance Linked Compensation (QPLC)** payout is a factor of Organizational, Team & Individual performance for the defined assessment period.

Gadgeon facilitates **Group Medical Insurance Coverage** of up to 3 Lakhs / 5 Lakhs for employee and dependents, premium to be contributed by the employee.

Company provides **Life Insurance and Personal Accident Insurance** to all employees and the premium will be borne by the company, which is not included in your annual CTC.

Gratuity will be paid as per the 'Payment of Gratuity Act - 1972', and it is not included in your annual CTC stack.

- b. After your probation period your all-inclusive average compensation package on a cost to company (CTC) basis shall be between Rs. 4,20,000/- to Rs.6,00,000/-, based on the performance during probation.
- c. Salary breakup can change from time to time based on government laws and company policy. Your salary will be payable in arrears on the first working day of the month.
- d. Statutory deductions, if any, will be made from your salary as per the prevailing law of the country. Income Tax will be deducted at Source (TDS) in accordance with the prevailing Income Tax laws. If you plan to invest or have invested in, any Tax Saving instruments, you are required to declare the same in writing to the finance department, to compute the appropriate amount of TDS. However, for your income tax you shall be personally responsible for filing returns. The company will provide you the tax deductions certificate, if applicable at the end of each financial year. It is further clarified that you shall be solely responsible for the authenticity and validity to the PAN card details furnished to the company and shall at all times keep the company indemnified with respect to this requirement.

- e. Your future increments or promotion or any other salary revision shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management. We will inform you of any such changes in your remuneration.
- f. We reserve the right in our absolute discretion to deduct from your pay any dues which you may owe to us including, without limitation, any over payments or loans made to you or losses suffered by us as a result of your negligence or breach of employment terms and conditions.
- g. Salary details are personal and confidential; please do not share with anyone inside or outside the company.

6. Life Insurance

Company will provide life insurance coverage for all employees on rolls. The maximum coverage would be Rs.2,500,000/- or five times the annual CTC, whichever is the lowest.

7. Personal Accident Insurance

Company will provide personal accident insurance coverage of Rs. 15,00,000 for all employees.

8. Medical Insurance

Company facilitates Group Medical Insurance Coverage for employee and dependent family members (spouse, parents/in-laws and up to 2 children). Employee will be given the option to select Sum Insured of 3 Lacs or 5 lacs on his/her date of joining the company.

9. Official Expenses

The Company will reimburse to you all reasonable expenses incurred by you in your work, provided you claim it with receipts, invoices or other evidence of actual payment. Expenses will be reimbursed at the end of each month or as per Company policy.

10. Leave Entitlement

- a. You are entitled to 7 days of earned leave, 8 days of casual leave and 5 days of sick leave each calendar year in addition to public holidays.
- b. You will be entitled to carry forward maximum of 7 days of earned leave every year subject to a maximum of 35 days. It can be cashed on separation as per company policies. Similarly, excess leaves taken will be adjusted in settlement.
- c. The Company's leave year runs from 1st January to 31st December.
- d. You must agree the dates of your leave in advance with your manager unless in case of emergencies. You are encouraged to inform your manager when you are on sick leave.
- e. If you avail leave beyond your entitlement at any point of time in the leave year, then you agree that the Company may deduct the value of the excess from your salary in the subsequent month.
- f. List of public holidays applicable for every calendar year will be published by the end of previous year.
- g. If you absent yourself from the services without prior written permission or overstay sanctioned leave for 5 consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

11. Duties and Responsibilities

You may perform such duties and confirm to such directions and instructions as may be assigned or communicated to you by the company or by such officers who are placed in authority over you. In view of your office, you must effectively perform to ensure results and you will be expected to work, upon receiving prior instructions, to achieve this whenever your job so requires.

12. Exclusiveness

You will be in exclusive employment of the company and will not engage yourself alone or in group with other person(s) in any work or business, without the prior written consent of the company.

13. Conflicts of Interest

- a. When you are employed with the Company, you shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.
- b. When you are employed with the company, you shall devote your whole time to work of the organization and will not engage yourself directly or indirectly either honorary or on remuneration in service, trade, business, vocation or occupation (including agency or any advisory capacity). Also, you will not appear in any examination or attend classes without informing HR team, in advance.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of the Company to move its existing business with the Company to a third party or to terminate its business relationship with the Company
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
 - iv. Without prior permission of the company in writing, which will not be unreasonably withheld, publish any book or brochure or article or twitting on social network concerning any matter, which relates to any activity of the company.
- d. In case any of conflict or doubt, you must discuss the matter with your immediate supervisor, understand the position of the Company and resolve the conflict.

14. Retirement

The policy of the Company is that both men and women retire at the age of 60 years.

15. Intellectual property

- a) You shall have no control or ownership in any form or manner whatsoever in the title, copyright or other proprietary rights to the software, materials, products and deliverables developed. All such title and rights shall vest in the company, free of any encumbrances, licenses, conditions or qualification.
- b) You hereby agree that it will irrevocably assign to the Company all their rights in any software, programs, databases, modules, designs, interfaces etc., ("Work Product") developed by you during the course of your employment. You will assist the Company or its assigns, in securing Trademark, Copyright, Patent etc., protection for such Work Product in any country, at the cost of the Company
- c) You hereby declare that; this Agreement shall be sufficient to show its irrevocable intent to assign the rights in the Work Product to the Company and the copies of this Agreement shall be sufficient to declare to any one such intent. The company makes any changes, modifications, additions etc., to the Work Product; you hereby waive any right including moral rights, to be stated as the author.
- d) Employee hereby undertakes not to use intellectual property of any third party, without valid permissions from such third party, in the performance of any work during his employment.
- e) You and the Company understand that during your employment with Company, you may discover or create Intellectual Property. You therefore agree that Intellectual Property created by you during tenure of your employment belongs to the Company and you hereby assign, without limitation, all those rights and interests to the Company.
- f) You also agree and confirm that if you are involved in any way with the creation or improvement or discovery of Intellectual Property you will:
 - i. do your utmost to ensure that the Company acquires or retains those rights;
 - ii. inform the Company reasonably in advance of any such creation or discovery;
 - iii. provide to the Company whatever full specification description text or drawings as are together necessary to enable the Intellectual Property to be registered or protected by the Company;
 - iv. do whatever we consider to be necessary or desirable to enable the Intellectual Property to be transferred in the name of the Company or otherwise to secure ownership by the Company;
- g) The provisions of this paragraph shall continue indefinitely after the termination of this appointment in respect of Intellectual Property made whilst you were an employee of the Company and shall be binding upon you and your legal heirs and representatives.

16. Confidentiality

- a. It is a condition of your employment that you do not use, divulge or disclose to any person (and that includes a business of any sort) any confidential commercial or technical information relating to the business, finances or affairs of the Company including but not limited to names of clients, client's projects, fee, commission and / or hourly rate information, reports, records, project memoranda, work notes, operating methods and procedures, software and computer technology

and data generated in connection therewith, plans for future development and the like and any or all business records.

- b. This restriction continues indefinitely after your employment has ended but does not apply to information you have to disclose in the course of your employment.
- c. You shall not take any presents/gifts, commission or any kind of gratification or benefit in cash or any kind from any person, party or firm having connection with the company. In case you are offered such benefits by any party, you should inform your supervisor immediately and take his permission to decide the course of action.

17. Notice period for Separation

- a. The notice period required from either side is 2 months, during probation period and after confirmation as well
- b. On your last working day, if you owe money to the Company for any reason, you agree that it may be deducted from any final payment to you or should be settled by you from your personal accounts
- c. The Company expects you to be available and to work during the notice period.
- d. Company reserve the right, entirely at its discretion to terminate your employment before the expiry of the notice period in lieu of the salary you would have earned during the unworked balance of your notice period.
- e. On termination / cessation of your employment with the Company, you will return to the Company:
 - i. any item belonging to the Company such as laptop with all software and data therein, with details of any passwords which you may have installed;
 - i. every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which your undertake to make a diligent search;
 - ii. any other Company property in your possession or control;

18. Communication of changes

You are required to intimate us from time to time any change of your temporary or permanent address and contact details.

Gadgeon reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if Gadgeon becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment within 72 hours of issue of this letter. If you do not communicate your acceptance in this time frame, this offer shall stand automatically withdrawn.

Wishing you a long and successful career with GadgEon.



Sincerely,
for GadgEon Smart Systems Pvt Ltd.

I agree to accept employment on the terms and conditions in the above letter.

I shall be reporting for duty on __/__/__.

Name:

Date: __/__/__ Signature.....

Joining Document Checklist

As part of the joining process, you are requested to bring the following documents on the day of joining.

1. Originals and copies of ID Proofs- Aadhar card, Pan Card , Driver's license, Passport and Voter's id.
2. Originals and copies of Degree Certificates/Provisional certificates of :
3. Master's degree program, Bachelor's degree, Diploma
4. Originals and copies of consolidated mark list of :
5. (In case of multiple attempts, the mark sheets of all attempts must be provided)
6. Previous company's Salary slip of last 3 months.
7. Passport size photo -5
8. OFFER & APPOINTMENT LETTER OF GADGEON SIGNED BY EMPLOYEE.

Note:

All the original documents will be returned after verification on the same day. Without these documents the joining formalities cannot be completed.

HR/Gad/Offer Letter/2021-12/352

05th December 2021

Praveena K P

WELCOME LETTER

Dear Praveena K P,

We take great pleasure in inviting you to be an integral part of GadgEon Smart Systems Pvt Ltd, an end-to-end Product Engineering and IoT Solution Development Company.

We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with GadgEon, which you may kindly be sent to us, with your signature on each page, as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

GadgEon Smart Systems Pvt Ltd,
Unit O203, 2nd Floor,
Building SCK-01,
Smartcity, Kochi- 682030
India

In case you need any clarifications regarding your job, compensation, or any policy please contact: Human Resources at hr@gadgeon.com.

We look forward to you having a long and fruitful relationship with GadgEon.



Sincerely,
For GadgEon Smart Systems Pvt. Ltd

OFFER & APPOINTMENT LETTER

STRICTLY CONFIDENTIAL

Dear Parvathy Vinod,

We are pleased to offer you a position of **Software Engineer Trainee** with GadgEon Smart Systems Pvt Ltd, from herein referred to as "GadgEon" in the rest of the document. We offer you this position as per GadgEon's employment terms and conditions.

The employment terms and conditions are:

1. Appointment

Your employment with the Company will start from your joining date and it shall be not later than **1st August 2022**. You will be on probation for the first six months. If in the opinion of the Company you are found suitable in the post, you will be confirmed based on the performance review after the probation period. All terms and conditions under section (10) are applicable only after your position is confirmed.

2. Designation and reporting

On joining you will be designated as **Software Engineer Trainee**. Your designation, business title and reporting relationship may change as you progress in the company.

3. Place of work and travel

Your initial place of work will be at **Kochi**, but you are liable to be transferred at any time to any other unit of the company, in India or abroad, on a temporary or permanent basis. You may also be transferred to any other unit/office, in India or abroad, operated by its associates/collaborators on the terms and conditions prevalent in the town/city or country concerned at the discretion of the company. You may be required to undertake travel on company work and you will be paid travel expenses for this as per company rules.

4. Hours of work

Your normal hours of work are 9.00 am to 6.00 pm Monday to Friday, excluding public holidays. The timing will be flexible with respect to the client's working hours.

5. Compensation

- a. Your all-inclusive average compensation package on a cost to company (CTC) basis shall be Rs.3,60,000 /- during your probation period. The details are given below.

GadgEon Smart System Private Limited - CTC Stack		
Components	Monthly	Annual
Basic + DA	₹ 21,500	₹ 2,58,000
HRA	₹ 0	₹ 0
Flexible Benefits	₹6,680	₹ 80,160
Gross Pay	₹ 28,180	₹ 3,38,160
PF (Employer Contribution)	1800	21600
Labour Welfare Fund (Employer contribution)	20	240
Performance Linked Compensation (Paid Quarterly) *	₹0	₹0
Cost to the Company (CTC)	₹ 30,000	₹ 3,60,000

*Quarterly Performance Linked Compensation (QPLC) payout is a factor of Organizational, Team & Individual performance for the defined assessment period.

GadgEon facilitates Group Medical Insurance Coverage of up to 3 Lakhs / 5 Lakhs for employee and dependents, premium to be contributed by the employee.

Company provides Life Insurance and Personal Accident Insurance to all employees and the premium will be borne by the company, which is not included in your annual CTC.

Gratuity will be paid as per the 'Payment of Gratuity Act - 1972', and it is not included in your annual CTC stack.

- b. After your probation period your all-inclusive average compensation package on a cost to company (CTC) basis shall be between Rs. 4,20,000/- to Rs.6,00,000/-, based on the performance during probation.
- c. Salary breakup can change from time to time based on government laws and company policy. Your salary will be payable in arrears on the first working day of the month.
- d. Statutory deductions, if any, will be made from your salary as per the prevailing law of the country. Income Tax will be deducted at Source (TDS) in accordance with the prevailing Income Tax laws. If you plan to invest or have invested in, any Tax Saving instruments, you are required to declare the same in writing to the finance department, to compute the appropriate amount of TDS. However, for your income tax you shall be personally responsible for filing returns. The company will provide you the tax deductions certificate, if applicable at the end of each financial year. It is further clarified that you shall be solely responsible for the authenticity and validity to the PAN card details furnished to the company and shall at all times keep the company indemnified with respect to this requirement.

- e. Your future increments or promotion or any other salary revision shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management. We will inform you of any such changes in your remuneration.
- f. We reserve the right in our absolute discretion to deduct from your pay any dues which you may owe to us including, without limitation, any over payments or loans made to you or losses suffered by us as a result of your negligence or breach of employment terms and conditions.
- g. Salary details are personal and confidential; please do not share with anyone inside or outside the company.

6. Life Insurance

Company will provide life insurance coverage for all employees on rolls. The maximum coverage would be Rs.2,500,000/- or five times the annual CTC, whichever is the lowest.

7. Personal Accident Insurance

Company will provide personal accident insurance coverage of Rs. 15,00,000 for all employees.

8. Medical Insurance

Company facilitates Group Medical Insurance Coverage for employee and dependent family members (spouse, parents/in-laws and up to 2 children). Employee will be given the option to select Sum Insured of 3 Lacs or 5 lacs on his/her date of joining the company.

9. Official Expenses

The Company will reimburse to you all reasonable expenses incurred by you in your work, provided you claim it with receipts, invoices or other evidence of actual payment. Expenses will be reimbursed at the end of each month or as per Company policy.

10. Leave Entitlement

- a. You are entitled to 7 days of earned leave, 8 days of casual leave and 5 days of sick leave each calendar year in addition to public holidays.
- b. You will be entitled to carry forward maximum of 7 days of earned leave every year subject to a maximum of 35 days. It can be cashed on separation as per company policies. Similarly, excess leaves taken will be adjusted in settlement.
- c. The Company's leave year runs from 1st January to 31st December.
- d. You must agree the dates of your leave in advance with your manager unless in case of emergencies. You are encouraged to inform your manager when you are on sick leave.
- e. If you avail leave beyond your entitlement at any point of time in the leave year, then you agree that the Company may deduct the value of the excess from your salary in the subsequent month.
- f. List of public holidays applicable for every calendar year will be published by the end of previous year.
- g. If you absent yourself from the services without prior written permission or overstays sanctioned leave for 5 consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

11. Duties and Responsibilities

You may perform such duties and confirm to such directions and instructions as may be assigned or communicated to you by the company or by such officers who are placed in authority over you. In view of your office, you must effectively perform to ensure results and you will be expected to work, upon receiving prior instructions, to achieve this whenever your job so requires.

12. Exclusiveness

You will be in exclusive employment of the company and will not engage yourself alone or in group with other person(s) in any work or business, without the prior written consent of the company.

13. Conflicts of Interest

- a. When you are employed with the Company, you shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.
- b. When you are employed with the company, you shall devote your whole time to work of the organization and will not engage yourself directly or indirectly either honorary or on remuneration in service, trade, business, vocation or occupation (including agency or any advisory capacity). Also, you will not appear in any examination or attend classes without informing HR team, in advance.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of the Company to move its existing business with the Company to a third party or to terminate its business relationship with the Company
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
 - iv. Without prior permission of the company in writing, which will not be unreasonably withheld, publish any book or brochure or article or twitting on social network concerning any matter, which relates to any activity of the company.
- d. In case any of conflict or doubt, you must discuss the matter with your immediate supervisor, understand the position of the Company and resolve the conflict.

14. Retirement

The policy of the Company is that both men and women retire at the age of 60 years.

15. Intellectual property

- a) You shall have no control or ownership in any form or manner whatsoever in the title, copyright or other proprietary rights to the software, materials, products and deliverables developed. All such title and rights shall vest in the company, free of any encumbrances, licenses, conditions or qualification.
- b) You hereby agree that it will irrevocably assign to the Company all their rights in any software, programs, databases, modules, designs, interfaces etc., ("Work Product") developed by you during the course of your employment. You will assist the Company or its assigns, in securing Trademark, Copyright, Patent etc., protection for such Work Product in any country, at the cost of the Company
- c) You hereby declare that; this Agreement shall be sufficient to show its Irrevocable intent to assign the rights in the Work Product to the Company and the copies of this Agreement shall be sufficient to declare to any one such intent. The company makes any changes, modifications, additions etc., to the Work Product; you hereby waive any right including moral rights, to be stated as the author.
- d) Employee hereby undertakes not to use intellectual property of any third party, without valid permissions from such third party, in the performance of any work during his employment.
- e) You and the Company understand that during your employment with Company, you may discover or create Intellectual Property. You therefore agree that Intellectual Property created by you during tenure of your employment belongs to the Company and you hereby assign, without limitation, all those rights and interests to the Company.
- f) You also agree and confirm that if you are involved in any way with the creation or improvement or discovery of Intellectual Property you will:
 - i. do your utmost to ensure that the Company acquires or retains those rights;
 - ii. Inform the Company reasonably in advance of any such creation or discovery;
 - iii. provide to the Company whatever full specification description text or drawings as are together necessary to enable the Intellectual Property to be registered or protected by the Company;
 - iv. do whatever we consider to be necessary or desirable to enable the Intellectual Property to be transferred in the name of the Company or otherwise to secure ownership by the Company;
- g) The provisions of this paragraph shall continue indefinitely after the termination of this appointment in respect of Intellectual Property made whilst you were an employee of the Company and shall be binding upon you and your legal heirs and representatives.

16. Confidentiality

- a. It is a condition of your employment that you do not use, divulge or disclose to any person (and that includes a business of any sort) any confidential commercial or technical information relating to the business, finances or affairs of the Company including but not limited to names of clients, client's projects, fee, commission and / or hourly rate information, reports, records, project memoranda, work notes, operating methods and procedures, software and computer technology

and data generated in connection therewith, plans for future development and the like and any or all business records.

- b. This restriction continues indefinitely after your employment has ended but does not apply to information you have to disclose in the course of your employment.
- c. You shall not take any presents/gifts, commission or any kind of gratification or benefit in cash or any kind from any person, party or firm having connection with the company. In case you are offered such benefits by any party, you should inform your supervisor immediately and take his permission to decide the course of action.

17. Notice period for Separation

- a. The notice period required from either side is 2 months, during probation period and after confirmation as well
- b. On your last working day, if you owe money to the Company for any reason, you agree that it may be deducted from any final payment to you or should be settled by you from your personal accounts
- c. The Company expects you to be available and to work during the notice period.
- d. Company reserve the right, entirely at its discretion to terminate your employment before the expiry of the notice period in lieu of the salary you would have earned during the unworked balance of your notice period.
- e. On termination / cessation of your employment with the Company, you will return to the Company:
 - i. any item belonging to the Company such as laptop with all software and data therein, with details of any passwords which you may have installed;
 - i. every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which your undertake to make a diligent search;
 - ii. any other Company property in your possession or control;

18. Communication of changes

You are required to intimate us from time to time any change of your temporary or permanent address and contact details.

Gadgeon reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if Gadgeon becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment within 72 hours of issue of this letter. If you do not communicate your acceptance in this time frame, this offer shall stand automatically withdrawn.

Wishing you a long and successful career with GadgEon.



Sincerely,
for GadgEon Smart Systems Pvt Ltd.

I agree to accept employment on the terms and conditions in the above letter.

I shall be reporting for duty on 01/08/2022

Name: Praveena K P

Date: 05/12/2021

Signature.....



Joining Document Checklist

As part of the joining process, you are requested to bring the following documents on the day of joining.

1. Originals and copies of ID Proofs- Aadhar card, Pan Card , Driver's license, Passport and Voter's id.
2. Originals and copies of Degree Certificates/Provisional certificates of :
3. Master's degree program, Bachelor's degree, Diploma
4. Originals and copies of consolidated mark list of :
5. (In case of multiple attempts, the mark sheets of all attempts must be provided)
6. Previous company's Salary slip of last 3 months.
7. Passport size photo -5
8. OFFER & APPOINTMENT LETTER OF GADGEON SIGNED BY EMPLOYEE.

Note:

All the original documents will be returned after verification on the same day. Without these documents the joining formalities cannot be completed.

HR/Gad/Offer Letter/2021-12/351

05th December 2021
Parvathy Vinod

WELCOME LETTER

Dear Parvathy Vinod,

We take great pleasure in inviting you to be an integral part of GadgEon Smart Systems Pvt Ltd, an end-to-end Product Engineering and IoT Solution Development Company.

We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with GadgEon, which you may kindly be sent to us, with your signature on each page, as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

GadgEon Smart Systems Pvt Ltd,
Unit O203, 2nd Floor,
Building SCK-01,
Smartcity, Kochi- 682030
India

In case you need any clarifications regarding your job, compensation, or any policy please contact: Human Resources at **hr@gadgeon.com**.

We look forward to you having a long and fruitful relationship with GadgEon.



Sincerely,
for GadgEon Smart Systems Pvt. Ltd

OFFER & APPOINTMENT LETTER

STRICTLY CONFIDENTIAL

Dear Parvathy Vinod,

We are pleased to offer you a position of **Software Engineer Trainee** with GadgEon Smart Systems Pvt Ltd, from herein referred to as “GadgEon” in the rest of the document. We offer you this position as per GadgEon’s employment terms and conditions.

The employment terms and conditions are:

1. Appointment

Your employment with the Company will start from your joining date and it shall be not later than **1st August 2022**. You will be on probation for the first six months. If in the opinion of the Company you are found suitable in the post, you will be confirmed based on the performance review after the probation period. All terms and conditions under section (10) are applicable only after your position is confirmed.

2. Designation and reporting

On joining you will be designated as **Software Engineer Trainee**. Your designation, business title and reporting relationship may change as you progress in the company.

3. Place of work and travel

Your initial place of work will be at **Kochi**, but you are liable to be transferred at any time to any other unit of the company, in India or abroad, on a temporary or permanent basis. You may also be transferred to any other unit/office, in India or abroad, operated by its associates/collaborators on the terms and conditions prevalent in the town/city or country concerned at the discretion of the company. You may be required to undertake travel on company work and you will be paid travel expenses for this as per company rules.

4. Hours of work

Your normal hours of work are 9.00 am to 6.00 pm Monday to Friday, excluding public holidays. The timing will be flexible with respect to the client’s working hours.

5. Compensation

- a. Your all-inclusive average compensation package on a cost to company (CTC) basis shall be **Rs.3,60,000** /- during your probation period. The details are given below.

Gadgeon Smart System Private Limited - CTC Stack		
Components	Monthly	Annual
Basic + DA	₹ 21,500	₹ 2,58,000
HRA	₹ 0	₹ 0
Flexible Benefits	₹6,680	₹ 80,160
Gross Pay	₹ 28,180	₹ 3,38,160
PF (Employer Contribution)	1800	21600
Labour Welfare Fund (Employer contribution)	20	240
Performance Linked Compensation (Paid Quarterly) *	₹0	₹0
Cost to the Company (CTC)	₹ 30,000	₹ 3,60,000

***Quarterly Performance Linked Compensation (QPLC)** payout is a factor of Organizational, Team & Individual performance for the defined assessment period.

Gadgeon facilitates **Group Medical Insurance Coverage** of up to 3 Lakhs / 5 Lakhs for employee and dependents, premium to be contributed by the employee.

Company provides **Life Insurance and Personal Accident Insurance** to all employees and the premium will be borne by the company, which is not included in your annual CTC.

Gratuity will be paid as per the 'Payment of Gratuity Act - 1972', and it is not included in your annual CTC stack.

- b. After your probation period your all-inclusive average compensation package on a cost to company (CTC) basis shall be between Rs. 4,20,000/- to Rs.6,00,000/-, based on the performance during probation.
- c. Salary breakup can change from time to time based on government laws and company policy. Your salary will be payable in arrears on the first working day of the month.
- d. Statutory deductions, if any, will be made from your salary as per the prevailing law of the country. Income Tax will be deducted at Source (TDS) in accordance with the prevailing Income Tax laws. If you plan to invest or have invested in, any Tax Saving instruments, you are required to declare the same in writing to the finance department, to compute the appropriate amount of TDS. However, for your income tax you shall be personally responsible for filing returns. The company will provide you the tax deductions certificate, if applicable at the end of each financial year. It is further clarified that you shall be solely responsible for the authenticity and validity to the PAN card details furnished to the company and shall at all times keep the company indemnified with respect to this requirement.

- e. Your future increments or promotion or any other salary revision shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management. We will inform you of any such changes in your remuneration.
- f. We reserve the right in our absolute discretion to deduct from your pay any dues which you may owe to us including, without limitation, any over payments or loans made to you or losses suffered by us as a result of your negligence or breach of employment terms and conditions.
- g. Salary details are personal and confidential; please do not share with anyone inside or outside the company.

6. Life Insurance

Company will provide life insurance coverage for all employees on rolls. The maximum coverage would be Rs.2,500,000/- or five times the annual CTC, whichever is the lowest.

7. Personal Accident Insurance

Company will provide personal accident insurance coverage of Rs. 15,00,000 for all employees.

8. Medical Insurance

Company facilitates Group Medical Insurance Coverage for employee and dependent family members (spouse, parents/in-laws and up to 2 children). Employee will be given the option to select Sum Insured of 3 Lacs or 5 lacs on his/her date of joining the company.

9. Official Expenses

The Company will reimburse to you all reasonable expenses incurred by you in your work, provided you claim it with receipts, invoices or other evidence of actual payment. Expenses will be reimbursed at the end of each month or as per Company policy.

10. Leave Entitlement

- a. You are entitled to 7 days of earned leave, 8 days of casual leave and 5 days of sick leave each calendar year in addition to public holidays.
- b. You will be entitled to carry forward maximum of 7 days of earned leave every year subject to a maximum of 35 days. It can be cashed on separation as per company policies. Similarly, excess leaves taken will be adjusted in settlement.
- c. The Company's leave year runs from 1st January to 31st December.
- d. You must agree the dates of your leave in advance with your manager unless in case of emergencies. You are encouraged to inform your manager when you are on sick leave.
- e. If you avail leave beyond your entitlement at any point of time in the leave year, then you agree that the Company may deduct the value of the excess from your salary in the subsequent month.
- f. List of public holidays applicable for every calendar year will be published by the end of previous year.
- g. If you absent yourself from the services without prior written permission or overstay sanctioned leave for 5 consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

11. Duties and Responsibilities

You may perform such duties and confirm to such directions and instructions as may be assigned or communicated to you by the company or by such officers who are placed in authority over you. In view of your office, you must effectively perform to ensure results and you will be expected to work, upon receiving prior instructions, to achieve this whenever your job so requires.

12. Exclusiveness

You will be in exclusive employment of the company and will not engage yourself alone or in group with other person(s) in any work or business, without the prior written consent of the company.

13. Conflicts of Interest

- a. When you are employed with the Company, you shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.
- b. When you are employed with the company, you shall devote your whole time to work of the organization and will not engage yourself directly or indirectly either honorary or on remuneration in service, trade, business, vocation or occupation (including agency or any advisory capacity). Also, you will not appear in any examination or attend classes without informing HR team, in advance.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of the Company to move its existing business with the Company to a third party or to terminate its business relationship with the Company
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
 - iv. Without prior permission of the company in writing, which will not be unreasonably withheld, publish any book or brochure or article or twitting on social network concerning any matter, which relates to any activity of the company.
- d. In case any of conflict or doubt, you must discuss the matter with your immediate supervisor, understand the position of the Company and resolve the conflict.

14. Retirement

The policy of the Company is that both men and women retire at the age of 60 years.

15. Intellectual property

- a) You shall have no control or ownership in any form or manner whatsoever in the title, copyright or other proprietary rights to the software, materials, products and deliverables developed. All such title and rights shall vest in the company, free of any encumbrances, licenses, conditions or qualification.
- b) You hereby agree that it will irrevocably assign to the Company all their rights in any software, programs, databases, modules, designs, interfaces etc., ("Work Product") developed by you during the course of your employment. You will assist the Company or its assigns, in securing Trademark, Copyright, Patent etc., protection for such Work Product in any country, at the cost of the Company
- c) You hereby declare that; this Agreement shall be sufficient to show its irrevocable intent to assign the rights in the Work Product to the Company and the copies of this Agreement shall be sufficient to declare to any one such intent. The company makes any changes, modifications, additions etc., to the Work Product; you hereby waive any right including moral rights, to be stated as the author.
- d) Employee hereby undertakes not to use intellectual property of any third party, without valid permissions from such third party, in the performance of any work during his employment.
- e) You and the Company understand that during your employment with Company, you may discover or create Intellectual Property. You therefore agree that Intellectual Property created by you during tenure of your employment belongs to the Company and you hereby assign, without limitation, all those rights and interests to the Company.
- f) You also agree and confirm that if you are involved in any way with the creation or improvement or discovery of Intellectual Property you will:
 - i. do your utmost to ensure that the Company acquires or retains those rights;
 - ii. inform the Company reasonably in advance of any such creation or discovery;
 - iii. provide to the Company whatever full specification description text or drawings as are together necessary to enable the Intellectual Property to be registered or protected by the Company;
 - iv. do whatever we consider to be necessary or desirable to enable the Intellectual Property to be transferred in the name of the Company or otherwise to secure ownership by the Company;
- g) The provisions of this paragraph shall continue indefinitely after the termination of this appointment in respect of Intellectual Property made whilst you were an employee of the Company and shall be binding upon you and your legal heirs and representatives.

16. Confidentiality

- a. It is a condition of your employment that you do not use, divulge or disclose to any person (and that includes a business of any sort) any confidential commercial or technical information relating to the business, finances or affairs of the Company including but not limited to names of clients, client's projects, fee, commission and / or hourly rate information, reports, records, project memoranda, work notes, operating methods and procedures, software and computer technology

and data generated in connection therewith, plans for future development and the like and any or all business records.

- b. This restriction continues indefinitely after your employment has ended but does not apply to information you have to disclose in the course of your employment.
- c. You shall not take any presents/gifts, commission or any kind of gratification or benefit in cash or any kind from any person, party or firm having connection with the company. In case you are offered such benefits by any party, you should inform your supervisor immediately and take his permission to decide the course of action.

17. Notice period for Separation

- a. The notice period required from either side is 2 months, during probation period and after confirmation as well
- b. On your last working day, if you owe money to the Company for any reason, you agree that it may be deducted from any final payment to you or should be settled by you from your personal accounts
- c. The Company expects you to be available and to work during the notice period.
- d. Company reserve the right, entirely at its discretion to terminate your employment before the expiry of the notice period in lieu of the salary you would have earned during the unworked balance of your notice period.
- e. On termination / cessation of your employment with the Company, you will return to the Company:
 - i. any item belonging to the Company such as laptop with all software and data therein, with details of any passwords which you may have installed;
 - i. every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which your undertake to make a diligent search;
 - ii. any other Company property in your possession or control;

18. Communication of changes

You are required to intimate us from time to time any change of your temporary or permanent address and contact details.

Gadgeon reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if Gadgeon becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment within 72 hours of issue of this letter. If you do not communicate your acceptance in this time frame, this offer shall stand automatically withdrawn.

Wishing you a long and successful career with GadgEon.



Sincerely,
for GadgEon Smart Systems Pvt Ltd.

I agree to accept employment on the terms and conditions in the above letter.

I shall be reporting for duty on __/__/__.

Name:

Date: __/__/__ Signature.....

Joining Document Checklist

As part of the joining process, you are requested to bring the following documents on the day of joining.

1. Originals and copies of ID Proofs- Aadhar card, Pan Card , Driver's license, Passport and Voter's id.
2. Originals and copies of Degree Certificates/Provisional certificates of :
3. Master's degree program, Bachelor's degree, Diploma
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5. (In case of multiple attempts, the mark sheets of all attempts must be provided)
6. Previous company's Salary slip of last 3 months.
7. Passport size photo -5
8. OFFER & APPOINTMENT LETTER OF GADGEON SIGNED BY EMPLOYEE.

Note:

All the original documents will be returned after verification on the same day. Without these documents the joining formalities cannot be completed.

HR/Gad/Offer Letter/2021-12/353

05th December 2021

Rohith V R

WELCOME LETTER

Dear Rohith V R,

We take great pleasure in inviting you to be an integral part of GadgEon Smart Systems Pvt Ltd, an end-to-end Product Engineering and IoT Solution Development Company.

We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with GadgEon, which you may kindly be sent to us, with your signature on each page, as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

GadgEon Smart Systems Pvt Ltd,
Unit O203, 2nd Floor,
Building SCK-01,
Smartcity, Kochi- 682030
India

In case you need any clarifications regarding your job, compensation, or any policy please contact: Human Resources at **hr@gadgeon.com**.

We look forward to you having a long and fruitful relationship with GadgEon.



Sincerely,
for GadgEon Smart Systems Pvt. Ltd

OFFER & APPOINTMENT LETTER

STRICTLY CONFIDENTIAL

Dear Rohith V R,

We are pleased to offer you a position of **Software Engineer Trainee** with GadgEon Smart Systems Pvt Ltd, from herein referred to as "GadgEon" in the rest of the document. We offer you this position as per GadgEon's employment terms and conditions.

The employment terms and conditions are:

1. Appointment

Your employment with the Company will start from your joining date and it shall be not later than **1st August 2022**. You will be on probation for the first six months. If in the opinion of the Company you are found suitable in the post, you will be confirmed based on the performance review after the probation period. All terms and conditions under section (10) are applicable only after your position is confirmed.

2. Designation and reporting

On joining you will be designated as **Software Engineer Trainee**. Your designation, business title and reporting relationship may change as you progress in the company.

3. Place of work and travel

Your initial place of work will be at **Kochi**, but you are liable to be transferred at any time to any other unit of the company, in India or abroad, on a temporary or permanent basis. You may also be transferred to any other unit/office, in India or abroad, operated by its associates/collaborators on the terms and conditions prevalent in the town/city or country concerned at the discretion of the company. You may be required to undertake travel on company work and you will be paid travel expenses for this as per company rules.

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***Quarterly Performance Linked Compensation (QPLC)** payout is a factor of Organizational, Team & Individual performance for the defined assessment period.

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Company provides **Life Insurance and Personal Accident Insurance** to all employees and the premium will be borne by the company, which is not included in your annual CTC.

Gratuity will be paid as per the 'Payment of Gratuity Act - 1972', and it is not included in your annual CTC stack.

- b. After your probation period your all-inclusive average compensation package on a cost to company (CTC) basis shall be between Rs. 4,20,000/- to Rs.6,00,000/-, based on the performance during probation.
- c. Salary breakup can change from time to time based on government laws and company policy. Your salary will be payable in arrears on the first working day of the month.
- d. Statutory deductions, if any, will be made from your salary as per the prevailing law of the country. Income Tax will be deducted at Source (TDS) in accordance with the prevailing Income Tax laws. If you plan to invest or have invested in, any Tax Saving instruments, you are required to declare the same in writing to the finance department, to compute the appropriate amount of TDS. However, for your income tax you shall be personally responsible for filing returns. The company will provide you the tax deductions certificate, if applicable at the end of each financial year. It is further clarified that you shall be solely responsible for the authenticity and validity to the PAN card details furnished to the company and shall at all times keep the company indemnified with respect to this requirement.

- e. Your future increments or promotion or any other salary revision shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management. We will inform you of any such changes in your remuneration.
- f. We reserve the right in our absolute discretion to deduct from your pay any dues which you may owe to us including, without limitation, any over payments or loans made to you or losses suffered by us as a result of your negligence or breach of employment terms and conditions.
- g. Salary details are personal and confidential; please do not share with anyone inside or outside the company.

6. Life Insurance

Company will provide life insurance coverage for all employees on rolls. The maximum coverage would be Rs.2,500,000/- or five times the annual CTC, whichever is the lowest.

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- a. You are entitled to 7 days of earned leave, 8 days of casual leave and 5 days of sick leave each calendar year in addition to public holidays.
- b. You will be entitled to carry forward maximum of 7 days of earned leave every year subject to a maximum of 35 days. It can be cashed on separation as per company policies. Similarly, excess leaves taken will be adjusted in settlement.
- c. The Company's leave year runs from 1st January to 31st December.
- d. You must agree the dates of your leave in advance with your manager unless in case of emergencies. You are encouraged to inform your manager when you are on sick leave.
- e. If you avail leave beyond your entitlement at any point of time in the leave year, then you agree that the Company may deduct the value of the excess from your salary in the subsequent month.
- f. List of public holidays applicable for every calendar year will be published by the end of previous year.
- g. If you absent yourself from the services without prior written permission or overstay sanctioned leave for 5 consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

11. Duties and Responsibilities

You may perform such duties and confirm to such directions and instructions as may be assigned or communicated to you by the company or by such officers who are placed in authority over you. In view of your office, you must effectively perform to ensure results and you will be expected to work, upon receiving prior instructions, to achieve this whenever your job so requires.

12. Exclusiveness

You will be in exclusive employment of the company and will not engage yourself alone or in group with other person(s) in any work or business, without the prior written consent of the company.

13. Conflicts of Interest

- a. When you are employed with the Company, you shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.
- b. When you are employed with the company, you shall devote your whole time to work of the organization and will not engage yourself directly or indirectly either honorary or on remuneration in service, trade, business, vocation or occupation (including agency or any advisory capacity). Also, you will not appear in any examination or attend classes without informing HR team, in advance.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of the Company to move its existing business with the Company to a third party or to terminate its business relationship with the Company
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
 - iv. Without prior permission of the company in writing, which will not be unreasonably withheld, publish any book or brochure or article or twitting on social network concerning any matter, which relates to any activity of the company.
- d. In case any of conflict or doubt, you must discuss the matter with your immediate supervisor, understand the position of the Company and resolve the conflict.

14. Retirement

The policy of the Company is that both men and women retire at the age of 60 years.

15. Intellectual property

- a) You shall have no control or ownership in any form or manner whatsoever in the title, copyright or other proprietary rights to the software, materials, products and deliverables developed. All such title and rights shall vest in the company, free of any encumbrances, licenses, conditions or qualification.
- b) You hereby agree that it will irrevocably assign to the Company all their rights in any software, programs, databases, modules, designs, interfaces etc., ("Work Product") developed by you during the course of your employment. You will assist the Company or its assigns, in securing Trademark, Copyright, Patent etc., protection for such Work Product in any country, at the cost of the Company
- c) You hereby declare that; this Agreement shall be sufficient to show its irrevocable intent to assign the rights in the Work Product to the Company and the copies of this Agreement shall be sufficient to declare to any one such intent. The company makes any changes, modifications, additions etc., to the Work Product; you hereby waive any right including moral rights, to be stated as the author.
- d) Employee hereby undertakes not to use intellectual property of any third party, without valid permissions from such third party, in the performance of any work during his employment.
- e) You and the Company understand that during your employment with Company, you may discover or create Intellectual Property. You therefore agree that Intellectual Property created by you during tenure of your employment belongs to the Company and you hereby assign, without limitation, all those rights and interests to the Company.
- f) You also agree and confirm that if you are involved in any way with the creation or improvement or discovery of Intellectual Property you will:
 - i. do your utmost to ensure that the Company acquires or retains those rights;
 - ii. inform the Company reasonably in advance of any such creation or discovery;
 - iii. provide to the Company whatever full specification description text or drawings as are together necessary to enable the Intellectual Property to be registered or protected by the Company;
 - iv. do whatever we consider to be necessary or desirable to enable the Intellectual Property to be transferred in the name of the Company or otherwise to secure ownership by the Company;
- g) The provisions of this paragraph shall continue indefinitely after the termination of this appointment in respect of Intellectual Property made whilst you were an employee of the Company and shall be binding upon you and your legal heirs and representatives.

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and data generated in connection therewith, plans for future development and the like and any or all business records.

- b. This restriction continues indefinitely after your employment has ended but does not apply to information you have to disclose in the course of your employment.
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17. Notice period for Separation

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- b. On your last working day, if you owe money to the Company for any reason, you agree that it may be deducted from any final payment to you or should be settled by you from your personal accounts
- c. The Company expects you to be available and to work during the notice period.
- d. Company reserve the right, entirely at its discretion to terminate your employment before the expiry of the notice period in lieu of the salary you would have earned during the unworked balance of your notice period.
- e. On termination / cessation of your employment with the Company, you will return to the Company:
 - i. any item belonging to the Company such as laptop with all software and data therein, with details of any passwords which you may have installed;
 - i. every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which your undertake to make a diligent search;
 - ii. any other Company property in your possession or control;

18. Communication of changes

You are required to intimate us from time to time any change of your temporary or permanent address and contact details.

Gadgeon reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if Gadgeon becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment within 72 hours of issue of this letter. If you do not communicate your acceptance in this time frame, this offer shall stand automatically withdrawn.

Wishing you a long and successful career with GadgEon.



Sincerely,
for GadgEon Smart Systems Pvt Ltd.

I agree to accept employment on the terms and conditions in the above letter.

I shall be reporting for duty on __/__/__.

Name:

Date: __/__/__ Signature.....

Joining Document Checklist

As part of the joining process, you are requested to bring the following documents on the day of joining.

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2. Originals and copies of Degree Certificates/Provisional certificates of :
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6. Previous company's Salary slip of last 3 months.
7. Passport size photo -5
8. OFFER & APPOINTMENT LETTER OF GADGEON SIGNED BY EMPLOYEE.

Note:

All the original documents will be returned after verification on the same day. Without these documents the joining formalities cannot be completed.

HR/Gad/Offer Letter/2021-12/354

05th December 2021
Shahana Mol B

WELCOME LETTER

Dear Shahana Mol B,

We take great pleasure in inviting you to be an integral part of GadgEon Smart Systems Pvt Ltd, an end-to-end Product Engineering and IoT Solution Development Company.

We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with GadgEon, which you may kindly be sent to us, with your signature on each page, as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

GadgEon Smart Systems Pvt Ltd,
Unit O203, 2nd Floor,
Building SCK-01,
Smartcity, Kochi- 682030
India

In case you need any clarifications regarding your job, compensation, or any policy please contact: Human Resources at **hr@gadgeon.com**.

We look forward to you having a long and fruitful relationship with GadgEon.



Sincerely,
for GadgEon Smart Systems Pvt. Ltd

OFFER & APPOINTMENT LETTER

STRICTLY CONFIDENTIAL

Dear Shahana Mol B,

We are pleased to offer you a position of **Software Engineer Trainee** with GadgEon Smart Systems Pvt Ltd, from herein referred to as "GadgEon" in the rest of the document. We offer you this position as per GadgEon's employment terms and conditions.

The employment terms and conditions are:

1. Appointment

Your employment with the Company will start from your joining date and it shall be not later than **1st August 2022**. You will be on probation for the first six months. If in the opinion of the Company you are found suitable in the post, you will be confirmed based on the performance review after the probation period. All terms and conditions under section (10) are applicable only after your position is confirmed.

2. Designation and reporting

On joining you will be designated as **Software Engineer Trainee**. Your designation, business title and reporting relationship may change as you progress in the company.

3. Place of work and travel

Your initial place of work will be at **Kochi**, but you are liable to be transferred at any time to any other unit of the company, in India or abroad, on a temporary or permanent basis. You may also be transferred to any other unit/office, in India or abroad, operated by its associates/collaborators on the terms and conditions prevalent in the town/city or country concerned at the discretion of the company. You may be required to undertake travel on company work and you will be paid travel expenses for this as per company rules.

4. Hours of work

Your normal hours of work are 9.00 am to 6.00 pm Monday to Friday, excluding public holidays. The timing will be flexible with respect to the client's working hours.

5. Compensation

- a. Your all-inclusive average compensation package on a cost to company (CTC) basis shall be **Rs.3,60,000** /- during your probation period. The details are given below.

Gadgeon Smart System Private Limited - CTC Stack		
Components	Monthly	Annual
Basic + DA	₹ 21,500	₹ 2,58,000
HRA	₹ 0	₹ 0
Flexible Benefits	₹6,680	₹ 80,160
Gross Pay	₹ 28,180	₹ 3,38,160
PF (Employer Contribution)	1800	21600
Labour Welfare Fund (Employer contribution)	20	240
Performance Linked Compensation (Paid Quarterly) *	₹0	₹0
Cost to the Company (CTC)	₹ 30,000	₹ 3,60,000

***Quarterly Performance Linked Compensation (QPLC)** payout is a factor of Organizational, Team & Individual performance for the defined assessment period.

Gadgeon facilitates **Group Medical Insurance Coverage** of up to 3 Lakhs / 5 Lakhs for employee and dependents, premium to be contributed by the employee.

Company provides **Life Insurance and Personal Accident Insurance** to all employees and the premium will be borne by the company, which is not included in your annual CTC.

Gratuity will be paid as per the 'Payment of Gratuity Act - 1972', and it is not included in your annual CTC stack.

- b. After your probation period your all-inclusive average compensation package on a cost to company (CTC) basis shall be between Rs. 4,20,000/- to Rs.6,00,000/-, based on the performance during probation.
- c. Salary breakup can change from time to time based on government laws and company policy. Your salary will be payable in arrears on the first working day of the month.
- d. Statutory deductions, if any, will be made from your salary as per the prevailing law of the country. Income Tax will be deducted at Source (TDS) in accordance with the prevailing Income Tax laws. If you plan to invest or have invested in, any Tax Saving instruments, you are required to declare the same in writing to the finance department, to compute the appropriate amount of TDS. However, for your income tax you shall be personally responsible for filing returns. The company will provide you the tax deductions certificate, if applicable at the end of each financial year. It is further clarified that you shall be solely responsible for the authenticity and validity to the PAN card details furnished to the company and shall at all times keep the company indemnified with respect to this requirement.

- e. Your future increments or promotion or any other salary revision shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management. We will inform you of any such changes in your remuneration.
- f. We reserve the right in our absolute discretion to deduct from your pay any dues which you may owe to us including, without limitation, any over payments or loans made to you or losses suffered by us as a result of your negligence or breach of employment terms and conditions.
- g. Salary details are personal and confidential; please do not share with anyone inside or outside the company.

6. Life Insurance

Company will provide life insurance coverage for all employees on rolls. The maximum coverage would be Rs.2,500,000/- or five times the annual CTC, whichever is the lowest.

7. Personal Accident Insurance

Company will provide personal accident insurance coverage of Rs. 15,00,000 for all employees.

8. Medical Insurance

Company facilitates Group Medical Insurance Coverage for employee and dependent family members (spouse, parents/in-laws and up to 2 children). Employee will be given the option to select Sum Insured of 3 Lacs or 5 lacs on his/her date of joining the company.

9. Official Expenses

The Company will reimburse to you all reasonable expenses incurred by you in your work, provided you claim it with receipts, invoices or other evidence of actual payment. Expenses will be reimbursed at the end of each month or as per Company policy.

10. Leave Entitlement

- a. You are entitled to 7 days of earned leave, 8 days of casual leave and 5 days of sick leave each calendar year in addition to public holidays.
- b. You will be entitled to carry forward maximum of 7 days of earned leave every year subject to a maximum of 35 days. It can be cashed on separation as per company policies. Similarly, excess leaves taken will be adjusted in settlement.
- c. The Company's leave year runs from 1st January to 31st December.
- d. You must agree the dates of your leave in advance with your manager unless in case of emergencies. You are encouraged to inform your manager when you are on sick leave.
- e. If you avail leave beyond your entitlement at any point of time in the leave year, then you agree that the Company may deduct the value of the excess from your salary in the subsequent month.
- f. List of public holidays applicable for every calendar year will be published by the end of previous year.
- g. If you absent yourself from the services without prior written permission or overstay sanctioned leave for 5 consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

11. Duties and Responsibilities

You may perform such duties and confirm to such directions and instructions as may be assigned or communicated to you by the company or by such officers who are placed in authority over you. In view of your office, you must effectively perform to ensure results and you will be expected to work, upon receiving prior instructions, to achieve this whenever your job so requires.

12. Exclusiveness

You will be in exclusive employment of the company and will not engage yourself alone or in group with other person(s) in any work or business, without the prior written consent of the company.

13. Conflicts of Interest

- a. When you are employed with the Company, you shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.
- b. When you are employed with the company, you shall devote your whole time to work of the organization and will not engage yourself directly or indirectly either honorary or on remuneration in service, trade, business, vocation or occupation (including agency or any advisory capacity). Also, you will not appear in any examination or attend classes without informing HR team, in advance.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of the Company to move its existing business with the Company to a third party or to terminate its business relationship with the Company
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
 - iv. Without prior permission of the company in writing, which will not be unreasonably withheld, publish any book or brochure or article or twitting on social network concerning any matter, which relates to any activity of the company.
- d. In case any of conflict or doubt, you must discuss the matter with your immediate supervisor, understand the position of the Company and resolve the conflict.

14. Retirement

The policy of the Company is that both men and women retire at the age of 60 years.

15. Intellectual property

- a) You shall have no control or ownership in any form or manner whatsoever in the title, copyright or other proprietary rights to the software, materials, products and deliverables developed. All such title and rights shall vest in the company, free of any encumbrances, licenses, conditions or qualification.
- b) You hereby agree that it will irrevocably assign to the Company all their rights in any software, programs, databases, modules, designs, interfaces etc., ("Work Product") developed by you during the course of your employment. You will assist the Company or its assigns, in securing Trademark, Copyright, Patent etc., protection for such Work Product in any country, at the cost of the Company
- c) You hereby declare that; this Agreement shall be sufficient to show its irrevocable intent to assign the rights in the Work Product to the Company and the copies of this Agreement shall be sufficient to declare to any one such intent. The company makes any changes, modifications, additions etc., to the Work Product; you hereby waive any right including moral rights, to be stated as the author.
- d) Employee hereby undertakes not to use intellectual property of any third party, without valid permissions from such third party, in the performance of any work during his employment.
- e) You and the Company understand that during your employment with Company, you may discover or create Intellectual Property. You therefore agree that Intellectual Property created by you during tenure of your employment belongs to the Company and you hereby assign, without limitation, all those rights and interests to the Company.
- f) You also agree and confirm that if you are involved in any way with the creation or improvement or discovery of Intellectual Property you will:
 - i. do your utmost to ensure that the Company acquires or retains those rights;
 - ii. inform the Company reasonably in advance of any such creation or discovery;
 - iii. provide to the Company whatever full specification description text or drawings as are together necessary to enable the Intellectual Property to be registered or protected by the Company;
 - iv. do whatever we consider to be necessary or desirable to enable the Intellectual Property to be transferred in the name of the Company or otherwise to secure ownership by the Company;
- g) The provisions of this paragraph shall continue indefinitely after the termination of this appointment in respect of Intellectual Property made whilst you were an employee of the Company and shall be binding upon you and your legal heirs and representatives.

16. Confidentiality

- a. It is a condition of your employment that you do not use, divulge or disclose to any person (and that includes a business of any sort) any confidential commercial or technical information relating to the business, finances or affairs of the Company including but not limited to names of clients, client's projects, fee, commission and / or hourly rate information, reports, records, project memoranda, work notes, operating methods and procedures, software and computer technology

and data generated in connection therewith, plans for future development and the like and any or all business records.

- b. This restriction continues indefinitely after your employment has ended but does not apply to information you have to disclose in the course of your employment.
- c. You shall not take any presents/gifts, commission or any kind of gratification or benefit in cash or any kind from any person, party or firm having connection with the company. In case you are offered such benefits by any party, you should inform your supervisor immediately and take his permission to decide the course of action.

17. Notice period for Separation

- a. The notice period required from either side is 2 months, during probation period and after confirmation as well
- b. On your last working day, if you owe money to the Company for any reason, you agree that it may be deducted from any final payment to you or should be settled by you from your personal accounts
- c. The Company expects you to be available and to work during the notice period.
- d. Company reserve the right, entirely at its discretion to terminate your employment before the expiry of the notice period in lieu of the salary you would have earned during the unworked balance of your notice period.
- e. On termination / cessation of your employment with the Company, you will return to the Company:
 - i. any item belonging to the Company such as laptop with all software and data therein, with details of any passwords which you may have installed;
 - i. every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which your undertake to make a diligent search;
 - ii. any other Company property in your possession or control;

18. Communication of changes

You are required to intimate us from time to time any change of your temporary or permanent address and contact details.

Gadgeon reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if Gadgeon becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment within 72 hours of issue of this letter. If you do not communicate your acceptance in this time frame, this offer shall stand automatically withdrawn.

Wishing you a long and successful career with GadgEon.




Sincerely,
for GadgEon Smart Systems Pvt Ltd.

I agree to accept employment on the terms and conditions in the above letter.

I shall be reporting for duty on 01/08/2022

Name: SHAHANA MOL B

Date: 06/12/2021 Signature.....

Joining Document Checklist

As part of the joining process, you are requested to bring the following documents on the day of joining.

1. Originals and copies of ID Proofs- Aadhar card, Pan Card , Driver's license, Passport and Voter's id.
2. Originals and copies of Degree Certificates/Provisional certificates of :
3. Master's degree program, Bachelor's degree, Diploma
4. Originals and copies of consolidated mark list of :
5. (In case of multiple attempts, the mark sheets of all attempts must be provided)
6. Previous company's Salary slip of last 3 months.
7. Passport size photo -5
8. OFFER & APPOINTMENT LETTER OF GADGEON SIGNED BY EMPLOYEE.

Note:

All the original documents will be returned after verification on the same day. Without these documents the joining formalities cannot be completed.



sset last name <sset@scmsgroup.org>

Experion Campus Selection Final Status

Campus Selection <campusselection@experionglobal.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Dear Sir,

Greetings from Experion Technologies!

Thank you for referring your students for the Experion Campus Selection process.

We have successfully completed the selection process. Please find the list of final selects.

Kindly eliminate these students from the upcoming selection processes.

We will send a confirmation mail/conditional offer letter directly to the candidates.

Applicant ID	Full Name	Qualifying Course	Branch	Name of College
EXP7579	Sagar Narendranath	B Tech	Computer Science (CS)	SCMS School of Engineering and Technology, Karukutty

Thanks & Regards,

Jancy Maria Lagy | HR Executive | Experion Technologies | www.experionglobal.com

[Quoted text hidden]

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

UST Technical Interview-3rd Dec ' 21

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Dec 7, 2021 at

----- Forwarded message -----

From: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>

Date: Tue, Dec 7, 2021 at 11:11 AM

Subject: RE: UST Technical Interview-3rd Dec ' 21

To: Jayanand B <jayanand@scmsgroup.org>

Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>, Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>

Hi Sir,

Please find the below final feedbacks of candidate who attended the interview on 3rd Dec.

Requesting you to kindly block the selected candidates for us.

CID	Candidate Name	Mobile	Email	College	Date	Status
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	Reschedule
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	Reschedule
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	Select
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	Select
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	Select
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	Select
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	Select
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	Select
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	Reject
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	Reschedule
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	Select
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	Reject
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	Select
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	Select
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	Reject
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	Reject
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	Reject

Thanks,

Neethu

9288450759

On Thu, Dec 2, 2021 at 1:20 PM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

Please find the below updated schedules for tomorrow.

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26669941	Rajalakshmi V	+91 8281538729	raj1999v@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560

Thanks,
Neethu
9288450759

From: SSET <sset@scmsgroup.org>
Sent: Thursday, December 2, 2021 12:12 PM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>; Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>; Jayanand B <jayanand@scmsgroup.org>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

The students are ready for the interviews and as of now no one has informed us about any inconvenience to attend the same.

Please find the listed of selected candidates below with their names showcased in **BOLD** who are the ones with no offers in hand.

Thanks and regards

Prof. Jayanand B

On Thu, Dec 2, 2021 at 11:44 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

As discussed, please find below the technical interview scheduled on 3rd Dec 2021 . Please note the below mentioned points.

1. Technical interviews are conducted via zoom session and candidates are required to use a laptop for attending the interview
2. Candidates should attempt the interview from a well illuminated and quiet place
3. They should use a steady internet connection (wired / cable internet connection) preferred in order to have steady connection (minimum recommended speed: 2 MBPS)
4. Candidates should have a soft copy of their individual resumes with them and the same should be shared to the interview panelist via zoom session (file sharing in zoom o screen sharing)
5. Candidates also should be available in phone during the entire duration of interview (in case we need to reach them over phone)
6. Candidate should hold any of the Govt ID proof before the interview for verification.

P.S Please let us know if any of the below candidate is unable to attend the interview by today 1.00 PM

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26680752	Rohit Bineesh	+91 9539249077	rohitbineesh007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26686135	Jagan Venugopal	+91 9188533403	jaganvenugopal5@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26680343	Dhilna K M	+91 9446172475	dhilnamathews@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26673229	Kavya Krishna	+91 6238855227	kavya.k10072000@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26660968	Neeraj Sagar	+91 9961955794	neerajsagar1998@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26671841	Nisha Benny	+91 9072465037	nishabcalcutta@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26665241	Sherin K Aby	+91 7025268725	sherinkabyv72@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26680837	Abhirami C A	+91 9633206607	abhiani032@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26682280	Silpa P T	+91 9539523829	silpapt2015@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26683835	Rachna Mathews	+91 9995723850	rachnamathews6@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26651875	P John Zachariah	+91 7356489562	johandanavil@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26650148	Sanjana Varghese	+91 9447978843	sanjanavarghese47120@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26680899	John Joy K	+91 8086781946	johnjoy8656@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26653028	K.S. Kannaki Natsenet	+91 7012658369	kannakinatsenet@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26648265	Joshvvin Joshy	+91 9495243883	joshvvinjoshy@gmail.com	SCMS	3-Dec-21	6.00 PM	6.30 PM	https://ust-global.zoom.us/j/	608560

								95820504513	
26674997	Swetha J S	+91 6282527502	swethajs29@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94735039179	263497
26682808	Nimisha Kuriachan	+91 8281661197	nimishakuriachan@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/93362043896	015343
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/93362043896	015343
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/92593534285	528989
26675651	Raheela N.A.	+91 8547203079	raheela1822@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/92593534285	528989
26681548	Abhinaya A Menon	+91 9895601019	abhinaya1@ieee.org	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/97488615213	192289
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/99139113341	450176
26677146	Aswathy Rajan	+91 8078794268	aswathypm@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/99139113341	450176
26657484	Sona Davis	+91 9188701434	sonadv71@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/95346585709	742112
26678314	Vaibhav Nair	+91 7358766296	vaibhavnair008@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/98414910534	710641
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26680773	Anita Martin	+91 7034989044	anitamartin0811@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/98414910534	710641
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/93380878471	969868
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/93380878471	969868
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26661887	Agheel Kareem	+91 8281625846	agheelnk@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/99131897137	529961
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26680935	Diya Jolly	+91 9567954779	diyajolly29072000@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99131897137	529961
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99840286765	180834
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26684136	Gayathri S	+91 9846958548	gayathrinishakp@ieee.org	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/95742446328	917664
26660494	Amal A	+91 7994155274	antonyamal635@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/98226486504	941462
26644209	Athira Venugopal	+91 9447527166	Athiravenugopal128@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/98226486504	941462
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/91983293742	818481

Regards,

Neethu Dinaraj

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sset last name <sset@scmsgroup.org>

UST Technical Interview-3rd Dec ' 21

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 17, 2022 at

----- Forwarded message -----

From: **Neethu Dinaraj(UST,IN)** <Neethu.Dinaraj@ust.com>
Date: Thu, Dec 16, 2021 at 10:37 AM
Subject: RE: UST Technical Interview-3rd Dec ' 21
To: Jayanand B <jayanand@scmsgroup.org>

Hi Sir,

PFB feedback of rescheduled cases.

CID	Candidate Name	Mobile	Email	College	Date	Status
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	14-Dec-21	Select

Thanks,

Neethu

9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Tuesday, December 14, 2021 9:23 AM
To: 'Jayanand B' <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Pls find the final feedback of rescheduled interviews.

CID	Candidate Name	Mobile	Email	College	Date	Status
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	10-Dec-21	Select
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	10-Dec-21	Select

Thanks,

Neethu

9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Monday, December 6, 2021 11:54 AM
To: Jayanand B <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Sure, we will get back with the updates.

Thanks,

Neethu

9288450759

From: Jayanand B <jayanand@scmsgroup.org>
Sent: Monday, December 6, 2021 11:44 AM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Subject: Re: UST Technical Interview-3rd Dec ' 21

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Dear Madam,

Thank you very much for your consent in arranging a separate interview for our students who are already placed, but given the consent that they would join only UST, if selected. The two students who gave consents are

1. Gracius Baby (CID : 26675825) and
2. Akhil Paulson (CID : 26684072).

We will be grateful if these students are also interviewed.

Regards,

Jayanand B,

Placement in Charge,

SCMS School of Engineering and Technology,

Ernakulam.

On Thu, Dec 2, 2021 at 1:20 PM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

Please find the below updated schedules for tomorrow.

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213

26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560

Thanks,

Neethu

9288450759

From: SSET <sset@scmsgroup.org>

Sent: Thursday, December 2, 2021 12:12 PM

To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>

Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>; Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>; Jayanand B <jayanand@scmsgroup.org>

Subject: Re: UST Technical Interview-3rd Dec ' 21

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Dear Madam,

The students are ready for the interviews and as of now no one has informed us about any inconvenience to attend the same.

Please find the listed of selected candidates below with their names showcased in BOLD who are the ones with no offers in hand.

Thanks and regards

Prof. Jayanand B

On Thu, Dec 2, 2021 at 11:44 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

As discussed, please find below the technical interview scheduled on 3rd Dec 2021 . Please note the below mentioned points.

1. Technical interviews are conducted via zoom session and candidates are required to use a laptop for attending the interview
2. Candidates should attempt the interview from a well illuminated and quiet place
3. They should use a steady internet connection (wired / cable internet connection) preferred in order to have steady connection (minimum recommended speed: 2 MBPS)
4. Candidates should have a soft copy of their individual resumes with them and the same should be shared to the interview panelist via zoom session (file sharing in zoom o screen sharing)
5. Candidates also should be available in phone during the entire duration of interview (in case we need to reach them over phone)
6. Candidate should hold any of the Govt ID proof before the interview for verification.

P.S Please let us know if any of the below candidate is unable to attend the interview by today 1.00 PM

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26680752	Rohit Bineesh	+91 9539249077	rohitbineesh007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26686135	Jagan Venugopal	+91 9188533403	jaganvenugopal5@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26680343	Dhilna K M	+91 9446172475	dhilnamathews@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26673229	Kavya Krishna	+91 6238855227	kavya.k10072000@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26660968	Neeraj Sagar	+91 9961955794	neerajsagar1998@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213

26671841	Nisha Benny	+91 9072465037	nishabcalcutta@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26665241	Sherin K Aby	+91 7025268725	sherinkabyv72@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26680837	Abhirami C A	+91 9633206607	abhianiil032@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26682280	Silpa P T	+91 9539523829	silpapt2015@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26683835	Rachna Mathews	+91 9995723850	rachnamathews6@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26651875	P John Zachariah	+91 7356489562	johandanavil@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26650148	Sanjana Varghese	+91 9447978843	sanjanavarghese47120@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26680899	John Joy K	+91 8086781946	johnjoy8656@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26653028	K.S. Kannaki Natsenet	+91 7012658369	kannakinatsenet@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26648265	Joshvvin Joshy	+91 9495243883	joshvvinjoshy@gmail.com	SCMS	3-Dec-21	6.00 PM	6.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26674997	Swetha J S	+91 6282527502	swethajs29@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94735039179	263497
26682808	Nimisha Kuriachan	+91 8281661197	nimishakuriachan@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/93362043896	015343
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/93362043896	015343
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/92593534285	528989
26675651	Raheela N.A.	+91 8547203079	raheela1822@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/92593534285	528989
26681548	Abhinaya A Menon	+91 9895601019	abhinaya1@ieee.org	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/97488615213	192289
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/99139113341	450176
26677146	Aswathy Rajan	+91 8078794268	aswathypm@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/99139113341	450176
26657484	Sona Davis	+91 9188701434	sonadvs71@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/95346585709	742112
26678314	Vaibhav Nair	+91 7358766296	vaibhavnair008@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/98414910534	710641
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26680773	Anita Martin	+91 7034989044	anitamartin0811@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/98414910534	710641
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/	710641

								98414910534	
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/93380878471	969868
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/93380878471	969868
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26661887	Agheel Kareem	+91 8281625846	agheelnk@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/99131897137	529961
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26680935	Diya Jolly	+91 9567954779	diyajolly29072000@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99131897137	529961
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99840286765	180834
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26684136	Gayathri S	+91 9846958548	gayathrinishakp@ieee.org	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/95742446328	917664
26660494	Amal A	+91 7994155274	antonyamal635@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/98226486504	941462
26644209	Athira Venugopal	+91 9447527166	Athiravenugopal128@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/98226486504	941462
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/91983293742	818481

Regards,

Neethu Dinaraj

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sset last name <sset@scmsgroup.org>

UST Technical Interview-3rd Dec ' 21

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 17, 2022

----- Forwarded message -----

From: **Neethu Dinaraj(UST,IN)** <Neethu.Dinaraj@ust.com>
Date: Fri, Dec 17, 2021 at 11:51 AM
Subject: RE: UST Technical Interview-3rd Dec ' 21
To: Jayanand B <jayanand@scmsgroup.org>

Hi Sir,

PFB feedback of rescheduled cases.

26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	16-Dec-21	Select
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	16-Dec-21	Reject

Thanks,

Neethu

9288450759

From: Jayanand B <jayanand@scmsgroup.org>
Sent: Thursday, December 16, 2021 12:34 PM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Madam,

Thank you very much for the update.

Regards,

Jayanand B

On Thu, Dec 16, 2021 at 10:37 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

PFB feedback of rescheduled cases.

CID	Candidate Name	Mobile	Email	College	Date	Status
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	14-Dec-21	Select

Thanks,

Neethu

9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Tuesday, December 14, 2021 9:23 AM
To: 'Jayanand B' <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Pls find the final feedback of rescheduled interviews.

CID	Candidate Name	Mobile	Email	College	Date	Status
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	10-Dec-21	Select
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	10-Dec-21	Select

Thanks,
Neethu
9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Monday, December 6, 2021 11:54 AM
To: Jayanand B <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Sure, we will get back with the updates.

Thanks,
Neethu
9288450759

From: Jayanand B <jayanand@scmsgroup.org>
Sent: Monday, December 6, 2021 11:44 AM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

Thank you very much for your consent in arranging a separate interview for our students who are already placed, but given the consent that they would join only UST, if selected. The students who gave consents are

1. Gracius Baby (CID : 26675825) and
2. Akhil Paulson (CID : 26684072).

We will be grateful if these students are also interviewed.

Regards,

Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Ernakulam.

On Thu, Dec 2, 2021 at 1:20 PM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

Please find the below updated schedules for tomorrow.

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom F
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560

Thanks,

Neethu

9288450759

From: SSET <sset@scmsgroup.org>
Sent: Thursday, December 2, 2021 12:12 PM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>; Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>; Jayanand B <jayanand@scmsgroup.org>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

The students are ready for the interviews and as of now no one has informed us about any inconvenience to attend the same.

Please find the listed of selected candidates below with their names showcased in BOLD who are the ones with no offers in hand.

Thanks and regards

Prof. Jayanand B

On Thu, Dec 2, 2021 at 11:44 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

As discussed, please find below the technical interview scheduled on 3rd Dec 2021 . Please note the below mentioned points.

1. Technical interviews are conducted via zoom session and candidates are required to use a laptop for attending the interview
2. Candidates should attempt the interview from a well illuminated and quiet place
3. They should use a steady internet connection (wired / cable internet connection) preferred in order to have steady connection (minimum recommended speed: 2 MBPS)
4. Candidates should have a soft copy of their individual resumes with them and the same should be shared to the interview panelist via zoom session (file sharing in zoom screen sharing)
5. Candidates also should be available in phone during the entire duration of interview (in case we need to reach them over phone)
6. Candidate should hold any of the Govt ID proof before the interview for verification.

P.S Please let us know if any of the below candidate is unable to attend the interview by today 1.00 PM

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom F
26680752	Rohit Bineesh	+91 9539249077	rohitbineesh007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26686135	Jagan Venugopal	+91 9188533403	jaganvenugopal5@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26680343	Dhilna K M	+91 9446172475	dhilnamathews@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26673229	Kavya Krishna	+91 6238855227	kavya.k10072000@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26660968	Neeraj Sagar	+91 9961955794	neerajsagar1998@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26671841	Nisha Benny	+91 9072465037	nishabcalcutta@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26665241	Sherin K Aby	+91 7025268725	shrinkabyv72@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26680837	Abhirami C A	+91 9633206607	abhiani032@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26682280	Silpa P T	+91 9539523829	silpapt2015@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26683835	Rachna Mathews	+91 9995723850	rachnamathews6@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26651875	P John Zachariah	+91 7356489562	johandanavil@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26650148	Sanjana Varghese	+91 9447978843	sanjanavarghese47120@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26680899	John Joy K	+91 8086781946	johnjoy8656@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26653028	K.S. Kannaki Natsenet	+91 7012658369	kannakinatsenet@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26648265	Joshvvin Joshy	+91 9495243883	joshvvinjoshy@gmail.com	SCMS	3-Dec-21	6.00 PM	6.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26674997	Swetha J S	+91 6282527502	swethajs29@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/	263497

								94735039179	
26682808	Nimisha Kuriachan	+91 8281661197	nimishakuriachan@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/93362043896	015343
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/93362043896	015343
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/92593534285	528989
26675651	Raheela N.A.	+91 8547203079	raheela1822@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/92593534285	528989
26681548	Abhinaya A Menon	+91 9895601019	abhinaya1@ieee.org	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/97488615213	192289
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/99139113341	450176
26677146	Aswathy Rajan	+91 8078794268	aswathyprn@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/99139113341	450176
26657484	Sona Davis	+91 9188701434	sonadvs71@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/95346585709	742112
26678314	Vaibhav Nair	+91 7358766296	vaibhavnair008@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/98414910534	710641
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26680773	Anita Martin	+91 7034989044	anitamartin0811@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/98414910534	710641
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/93380878471	969866
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/93380878471	969866
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26661887	Agheel Kareem	+91 8281625846	agheelnk@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/99131897137	529961
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26680935	Diya Jolly	+91 9567954779	diyajolly29072000@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99131897137	529961
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99840286765	180834
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26684136	Gayathri S	+91 9846958548	gayathrinishakp@ieee.org	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/95742446328	917664
26660494	Amal A	+91 7994155274	antonyamal635@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/98226486504	941462
26644209	Athira Venugopal	+91 9447527166	Athiravenugopal128@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/98226486504	941462
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/91983293742	818481

Regards,

Neethu Dinaraj

Talent Acquisition – Campus Relations

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sset last name <sset@scmsgroup.org>

Fwd: Campus Recruitment 2022

1 message

Jayanand B <jayanand@scmsgroup.org>

Wed, Dec 15, 2021 at 1:30 PM

To: sanjanavarghese47120@gmail.com, SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: **Vaishnavi Pardeshi** <vaishnavi.pardeshi@zensar.com>

Date: Wed, Dec 15, 2021 at 11:15 AM

Subject: Campus Recruitment 2022

To: jayanand@scmsgroup.org <jayanand@scmsgroup.org>

Cc: Shivani Rai (HR) <shivani.ra1@zensar.com>, Dhiraj Chawade <dhiraj.chawade@zensar.com>, Maritta Fernandes <maritta.fernandes@zensar.com>, Abhishek Pandey <abhishek.pandey1@zensar.com>, businessdelivery_cl@hirepro.in <businessdelivery_cl@hirepro.in>

Dear Prof. (Dr.) Jayanand B,

Greetings from Zensar!

Hope you and your family are keeping well.

Thank you for allowing us to interview your students. I have mentioned below the list of candidates who have been selected in our hiring event, please congratulate them on our behalf.

Kindly share the acceptance email at the earliest. Kindly confirm the acceptance from the offered candidates.

Note: We will share the offer letters to candidates in few weeks' time.

Candidate Name	Primary Email	Mobile	USN
Sanjana Varghese	sanjanavarghese47120@gmail.com	9447978843	SCM18CS067

Take Care & Stay Safe !

*Warm Regards***zensar**
An **ERP** Company**Vaishnavi Pardeshi**Campus Team | vaishnavi.pardeshi@zensar.com

Zensar Technologies, Pune, India

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November 22, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Rachna Mathews,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By - IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read "Anish", with a horizontal line drawn underneath it.



November 22, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagware Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-491 30000
<http://www-07.ibm.com/in/careers/>

Dear Sreeparvathi N K,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

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The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

1
PL150-46057108-6036886



We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By - IBM Authorized Signatory
Talent Acquisition Leader ISA



sset last name <sset@scmsgroup.org>

Invitation to participate in Infosys Campus Recruitment Program for 2021-22

5 messages

Abraham Ettumanookaran <abraham.e@infosys.com>

Fri, Aug 27, 2021 at 10:53 AM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>



Dear Professor,

Greetings from Infosys! Hope you and your loved ones are doing well.

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,600+ clients in more than 50 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,65,000+ employees makes this happen.

We have a [signature strategy](#) to help our employees move forward by inspiring them to build technology solutions for the future, making sure their career never stands still, and navigating further together.

We are keen to partner with your institute for the **Infosys Campus Recruitment Program 2021-22**. Engineering students from the 2022 batch will be hired for the role of **Systems Engineer** through this program.

The Systems Engineer role at Infosys requires expertise in core skills for the IT industry to design and develop standalone applications and provide application support. Systems Engineers are deployed across the business units of Infosys to manage legacy applications by focusing on programming languages and building system capabilities, user interfaces, and transactional services. The compensation for this role is INR 3.6 lakhs per annum.

Infosys Campus Recruitment Program will be conducted in a phased manner comprising of **Infosys online test and virtual interview**. Candidates who clear the Infosys online test will proceed to the interview round. Details of the online test are:

Total test duration – 100 minutes

Section	Skill tested	Number of questions	Time allocated
Section I	Reasoning Ability	15	25 minutes
Section II	Mathematical Ability	10	35 minutes
Section III	Verbal Ability	20	20 minutes
Section IV	Pseudocode	5	10 minutes
Section V	Puzzle Solving	4	10 minutes

Eligibility criteria for the program has been attached to this mail.

Kindly nominate eligible students from your institute by sharing their details in the attached 'Student Data Sheet' latest by Tuesday, August 31, 2021. Please note, our processes are system-driven hence, we will not be able to take in nominations after the last date.

In case of any queries, please feel free to contact me.



We look forward to a successful partnership with your institute.

Best regards,

Abraham John
Talent Acquisition
Infosys Limited

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2 attachments



-  **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K
-  **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Fri, Aug 27, 2021 at 11:00 AM

[Quoted text hidden]

2 attachments

-  **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K
-  **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org> Sat, Aug 28, 2021 at 2:34 PM
To: abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroSeanJaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusel10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnr8@gmail.com, ashinJoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyAugustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariPrasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghanaaravikumar108@gmail.com, mjrohith2000@gmail.com, mohamedaslamlam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, niha1082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesaroxx@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushtam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiraamsuja123@gmail.com, abhiroopchandran2000@gmail.com, abhisheknambar8589@gmail.com, abinantonny1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavieralbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amalJames421@gmail.com, amalrafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmannerji@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijum@gmail.com, christopherthattil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, sreegautham129@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, riithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhshivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yaduraj7@gmail.com, angelljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com,

anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavaya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahala007@gmail.com, sssavi david2000@gmail.com, steevermarkose@gmail.com, vishnum241999@gmail.com

Dear students,

A spreadsheet will be shared following this mail wherein the details asked for needs to be filled. A kind request to take advantage of this placement drive as it is a prestigious one. The on boarding is also done immediately after the final 8th semester examinations.

Thanks and best of luck.

Placement cell.

----- Forwarded message -----

From: **Abraham Ettumanookaran** <abraham.e@infosys.com>

Date: Friday, August 27, 2021

Subject: Invitation to participate in Infosys Campus Recruitment Program for 2021-22

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>

[Quoted text hidden]

2 attachments

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46K

 **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>

Sat, Aug 28, 2021 at 2:38 PM

To: "abhijithkrishnaer15@gmail.com" <abhijithkrishnaer15@gmail.com>, "abhinaya1@ieee.org" <abhinaya1@ieee.org>, "abhianil032@gmail.com" <abhianil032@gmail.com>, "rajanabhishek121@gmail.com" <rajanabhishek121@gmail.com>, "agheelnk@gmail.com" <agheelnk@gmail.com>, "shradhakhil02@gmail.com" <shradhakhil02@gmail.com>, "akshairk658@gmail.com" <akshairk658@gmail.com>, "akshayshilesh22@gmail.com" <akshayshilesh22@gmail.com>, "akshayviswam99@gmail.com" <akshayviswam99@gmail.com>, "antonyamal635@gmail.com" <antonyamal635@gmail.com>, "amalhafiz123@gmail.com" <amalhafiz123@gmail.com>, "samarnath9846@gmail.com" <samarnath9846@gmail.com>, "aminshafiq14@gmail.com" <aminshafiq14@gmail.com>, "anandhuks109@gmail.com" <anandhuks109@gmail.com>, "maryjandria@gmail.com" <maryjandria@gmail.com>, "anitamartin0811@gmail.com" <anitamartin0811@gmail.com>, "anupoly101@gmail.com" <anupoly101@gmail.com>, "aparnarang98@gmail.com" <aparnarang98@gmail.com>, "arjuns62709@gmail.com" <arjuns62709@gmail.com>, "aryancraj@gmail.com" <aryancraj@gmail.com>, "aswathy2000@ieee.org" <aswathy2000@ieee.org>, "bhavyajinaraj@gmail.com" <bhavyajinaraj@gmail.com>, "davisdaniel@gmail.com" <davisdaniel@gmail.com>, "dhilnamathews@gmail.com" <dhilnamathews@gmail.com>, "dhichu25@gmail.com" <dhichu25@gmail.com>, "diyajolly29072000@gmail.com" <diyajolly29072000@gmail.com>, "elvisthomas122@gmail.com" <elvisthomas122@gmail.com>, "fahimfathima12@gmail.com" <fahimfathima12@gmail.com>, "fasnahpanakkal@gmail.com" <fasnahpanakkal@gmail.com>, "fazaljabbar123100@gmail.com" <fazaljabbar123100@gmail.com>, "gautham.salim.16@gmail.com" <gautham.salim.16@gmail.com>, "gayathrinishakp@ieee.org" <gayathrinishakp@ieee.org>, "sreegayati@gmail.com" <sreegayati@gmail.com>, "gloryelias1999@gmail.com" <gloryelias1999@gmail.com>, "gracious932@gmail.com" <gracious932@gmail.com>, "harigovinds2000@gmail.com" <harigovinds2000@gmail.com>, "jacobbosy@gmail.com" <jacobbosy@gmail.com>, "madhavvenugopal1@gmail.com" <madhavvenugopal1@gmail.com>, "jithinkv2000@gmail.com" <jithinkv2000@gmail.com>, "johnjoy8656@gmail.com" <johnjoy8656@gmail.com>, "joshvvinjoshi@gmail.com" <joshvvinjoshi@gmail.com>, "kannakinatsenet@gmail.com" <kannakinatsenet@gmail.com>, "meeranandanam99@gmail.com" <meeranandanam99@gmail.com>, "merinmarysabu11@gmail.com" <merinmarysabu11@gmail.com>, "m.yasee33@gmail.com" <m.yasee33@gmail.com>, "mohammedfayaz132676@gmail.com" <mohammedfayaz132676@gmail.com>, "neerajmallisseri@gmail.com" <neerajmallisseri@gmail.com>, "neerajsagar1998@gmail.com" <neerajsagar1998@gmail.com>, "nimishakuriachan@gmail.com" <nimishakuriachan@gmail.com>, "nithin150@gmail.com" <nithin150@gmail.com>, "nivuantony@gmail.com" <nivuantony@gmail.com>, "parvathyvinod167@gmail.com" <parvathyvinod167@gmail.com>, "johandanavil@gmail.com" <johandanavil@gmail.com>, "praveenakp2018@gmail.com" <praveenakp2018@gmail.com>, "rachnamathews6@gmail.com" <rachnamathews6@gmail.com>, "raheela1822@gmail.com" <raheela1822@gmail.com>, "rahulmohan190@gmail.com" <rahulmohan190@gmail.com>, "regish.george2000@gmail.com" <regish.george2000@gmail.com>, "rohitbineeesh007@gmail.com" <rohitbineeesh007@gmail.com>, "rohitv19@gmail.com" <rohitv19@gmail.com>, "adithyavarma2000@gmail.com" <adithyavarma2000@gmail.com>, "sagarjnr2255@gmail.com" <sagarjnr2255@gmail.com>, "sananthk12@gmail.com" <sananthk12@gmail.com>, "sanjanavarghese47120@gmail.com" <sanjanavarghese47120@gmail.com>, "shahanashahu309@gmail.com" <shahanashahu309@gmail.com>, "sharathbijuknambiar@gmail.com" <sharathbijuknambiar@gmail.com>, "ibrahim.shehzad7@gmail.com" <ibrahim.shehzad7@gmail.com>, "sherinakabyv72@gmail.com" <sherinakabyv72@gmail.com>, "ss302382018@gmail.com" <ss302382018@gmail.com>, "silpapt2015@gmail.com" <silpapt2015@gmail.com>, "sonadv71@gmail.com" <sonadv71@gmail.com>, "souravpc3214@gmail.com" <souravpc3214@gmail.com>, "sree.sreeparu14@gmail.com" <sree.sreeparu14@gmail.com>, "suhailahmed223@gmail.com" <suhailahmed223@gmail.com>, 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<basilbinoy1998@gmail.com>, "binesjohnthomas@gmail.com" <binesjohnthomas@gmail.com>, "dathoosan@gmail.com" <dathoosan@gmail.com>, "rfaslu8@gmail.com" <rfaslu8@gmail.com>, "gauthamk46@gmail.com" <gauthamk46@gmail.com>, "gokulsatheeshtk@gmail.com" <gokulsatheeshtk@gmail.com>, "gopikrishnan657@gmail.com" <gopikrishnan657@gmail.com>, "ptjesvin@gmail.com" <ptjesvin@gmail.com>, "minhajvmbarca@gmail.com" <minhajvmbarca@gmail.com>, "naveenmuthath@gmail.com" <naveenmuthath@gmail.com>, "nesmalpalara@gmail.com" <nesmalpalara@gmail.com>, "pranavpillai8100@gmail.com" <pranavpillai8100@gmail.com>, "rahulramdaskochath@gmail.com" <rahulramdaskochath@gmail.com>, "rohanbnair2000@gmail.com" <rohanbnair2000@gmail.com>, "rohitshyson@gmail.com" <rohitshyson@gmail.com>, "shyamkrishnendu@gmail.com" <shyamkrishnendu@gmail.com>, "shyncherianalu222@gmail.com" <shyncherianalu222@gmail.com>, "sreerampanalancherysreeram59472@gmail.com" <sreerampanalancherysreeram59472@gmail.com>, "stelvingeorge@yahoo.in" <stelvingeorge@yahoo.in>, "vighnesh.satheesan@gmail.com" <vighnesh.satheesan@gmail.com>, "yadukris1998@gmail.com" <yadukris1998@gmail.com>, "abhishekn4454@gmail.com" <abhishekn4454@gmail.com>, "adithyan739@gmail.com" <adithyan739@gmail.com>, "aijohn99@gmail.com" <aijohn99@gmail.com>, "akhilmadhu81@gmail.com" <akhilmadhu81@gmail.com>, "akshayanil16@gmail.com" <akshayanil16@gmail.com>, "07anaghaajayan@gmail.com" <07anaghaajayan@gmail.com>, "anurajendrannp1999@gmail.com" <anurajendrannp1999@gmail.com>, "anannyanimalan@gmail.com" <anannyanimalan@gmail.com>, "angel1998sunny@gmail.com" <angel1998sunny@gmail.com>, "anjuanjal22132@gmail.com" <anjuanjal22132@gmail.com>, "ardraprasad1999@gmail.com" <ardraprasad1999@gmail.com>, "Athiravenugopal128@gmail.com" <Athiravenugopal128@gmail.com>, "chithu00keloth@gmail.com" <chithu00keloth@gmail.com>, "gayathriramachandran007@gmail.com" <gayathriramachandran007@gmail.com>, "himavijay2@gmail.com" <himavijay2@gmail.com>, "jinsxaviour@gmail.com" 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<reshmacmenon19@gmail.com>, "sandramohan1998@gmail.com" <sandramohan1998@gmail.com>, "sarathkrishnan367@gmail.com" <sarathkrishnan367@gmail.com>, "shilpasreedharan23@gmail.com" <shilpasreedharan23@gmail.com>, "shimasunilkumar@gmail.com" <shimasunilkumar@gmail.com>, "lechu4646@gmail.com" <lechu4646@gmail.com>, "srutheeshnaunni@gmail.com" <srutheeshnaunni@gmail.com>, "vanikalangara@gmail.com" <vanikalangara@gmail.com>, "aiswaryacp2@gmail.com" <aiswaryacp2@gmail.com>, "alee66joseph@gmail.com" <alee66joseph@gmail.com>, "angelmaryababulib@gmail.com" <angelmaryababulib@gmail.com>, "jefsonjacob98@gmail.com" <jefsonjacob98@gmail.com>, "klaiswarya@gmail.com" <klaiswarya@gmail.com>, "aiswaryaviswanathan1998@gmail.com" <aiswaryaviswanathan1998@gmail.com>, "rose.aneesha97@gmail.com" <rose.aneesha97@gmail.com>, "am.anjalianju@gmail.com" <am.anjalianju@gmail.com>, "anjanakr98@gmail.com" <anjanakr98@gmail.com>, "annmariasunny@gmail.com" <annmariasunny@gmail.com>, "anupamageorge18@gmail.com" <anupamageorge18@gmail.com>, "ashi.ashitha04@gmail.com" <ashi.ashitha04@gmail.com>, "athulyaharidas97@gmail.com" <athulyaharidas97@gmail.com>, "basilmbinu@gmail.com" <basilmbinu@gmail.com>, "devikardas04@gmail.com" <devikardas04@gmail.com>, "fathi221998@gmail.com" <fathi221998@gmail.com>, "jude999.jvm@gmail.com" <jude999.jvm@gmail.com>, "krishnaunnikrishnan.1995@gmail.com" <krishnaunnikrishnan.1995@gmail.com>, "merrystar96@gmail.com" <merrystar96@gmail.com>, "midhunaserudersanan@gmail.com" <midhunaserudersanan@gmail.com>, "parvathysindhus@gmail.com" <parvathysindhus@gmail.com>, "poojagirish9797@gmail.com" <poojagirish9797@gmail.com>, "remyavjohn25@gmail.com" <remyavjohn25@gmail.com>, "shraddharaveendran@gmail.com" <shraddharaveendran@gmail.com>, "sreee1197@gmail.com" <sreee1197@gmail.com>, "thanseeahakk@gmail.com" <thanseeahakk@gmail.com>, "varsha7667@gmail.com" <varsha7667@gmail.com>, "vyshnavybpillai@gmail.com" <vyshnavybpillai@gmail.com>, "abibarwin@gmail.com" <abibarwin@gmail.com>, "theckanathagnes@gmail.com" <theckanathagnes@gmail.com>, "aishwarya.aishu2101@gmail.com" <aishwarya.aishu2101@gmail.com>, "alnadmanjaly10@gmail.com" <alnadmanjaly10@gmail.com>, "anjanaragh@gmail.com" <anjanaragh@gmail.com>, "aswathysatheeshkumar5@gmail.com" <aswathysatheeshkumar5@gmail.com>, "brigitfranciso7@gmail.com" <brigitfranciso7@gmail.com>, "divyabalankhd@gmail.com" <divyabalankhd@gmail.com>, "julia.koshy@gmail.com" <julia.koshy@gmail.com>, "meerasasi11@gmail.com" <meerasasi11@gmail.com>, "lamypj666@gmail.com" <lamypj666@gmail.com>, "namithagvr@gmail.com" <namithagvr@gmail.com>, "nayanambenoy@gmail.com" <nayanambenoy@gmail.com>, "poojakannan80897@gmail.com" <poojakannan80897@gmail.com>, "rejithaanil@gmail.com" <rejithaanil@gmail.com>, "roshnarajeev1997@gmail.com" <roshnarajeev1997@gmail.com>, "sidharthharidas1996@gmail.com" <sidharthharidas1996@gmail.com>, "srjshine421997@gmail.com" <srjshine421997@gmail.com>, "aryaprakash097@gmail.com" <aryaprakash097@gmail.com>, "jibinlks007@gmail.com" <jibinlks007@gmail.com>, "rajalakshmi.raji1999@gmail.com" <rajalakshmi.raji1999@gmail.com>, sajna shiyas <sajna.sulaiman92@gmail.com>
Cc: Jayanand B <jayanand@scmsgroup.org>

Dear students,

A spreadsheet will be shared following this mail wherein the details asked for needs to be filled. A kind request to take advantage of this placement drive as it is a prestigious one. The on boarding is also done immediately after the final 8th semester examinations.

Thanks and best of luck.

Placement cell.

----- Forwarded message -----

From: **Abraham Ettumanookaran** <abraham.e@infosys.com>

Date: Friday, August 27, 2021

Subject: Invitation to participate in Infosys Campus Recruitment Program for 2021-22

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar

<gautham.premkumar@infosys.com>

[Quoted text hidden]

2 attachments



Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf

46K



Student data sheet_2022.xlsx

12K

SSET <sset@scmsgroup.org>

Tue, Aug 31, 2021 at 3:18 PM

To: Abraham Ettumanookaran <abraham.e@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar

<gautham.premkumar@infosys.com>, Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Thank you for the opportunity given to our current 2022 batch. Please find the list of interested candidates for your kind perusal.

Thanks in advance.

Regards,

Prof (Dr) Jayanand B,

Placement in Charge,

SCMS School of Engineering and Technology,

Karukutty, Ernakulam, Kerala.

Mob : 9447442427

Email : jayanand@scmsgroup.org

[Quoted text hidden]



Infosys Placement Drive 2022.xlsx

94K

Candidate Name	Candidate Email	College	Region	New Result
John	johnjoy8656@gmail.com	SCMS	Kerala	SELECT
Suhail	suhailahmed223@gmail.com	SCMS	Kerala	SELECT
Swetha	swethajs29@gmail.com	SCMS	Kerala	SELECT
Aswathy	aswathyprn@gmail.com	SCMS	Kerala	SELECT
Silpa	silpapt2015@gmail.com	SCMS	Kerala	SELECT
Kiran	kirantm24@gmail.com	SCMS	Kerala	SELECT
Araavind	araavindsub@gmail.com	SCMS	Kerala	SELECT
Anita	anitamartin0811@gmail.com	SCMS	Kerala	SELECT
Sananth	sananthkc12@gmail.com	SCMS	Kerala	SELECT
Mohammed	mohammedfayaz132676@gmail.com	SCMS	Kerala	SELECT
Abhirami	abhianil032@gmail.com	SCMS	Kerala	SELECT
Sreeparvathi	sree.sreeparu14@gmail.com	SCMS	Kerala	SELECT
Jithin	jithinkv2000@gmail.com	SCMS	Kerala	SELECT
Kajal	kajalct23@gmail.com	SCMS	Kerala	SELECT
Bhavya	bhavyajinaraj@gmail.com	SCMS	Kerala	SELECT
Rachna	rachnamathews6@gmail.com	SCMS	Kerala	SELECT
Vaibhav	vaibhavnair008@gmail.com	SCMS	Kerala	SELECT
Nimisha	nimishakuriachan@gmail.com	SCMS	Kerala	SELECT
Joshvvin	joshvvinjoshy@gmail.com	SCMS	Kerala	SELECT
Telvin	telvinten7@gmail.com	SCMS	Kerala	SELECT
Rohith	rohith771416@gmail.com	SCMS	Kerala	SELECT
Joemon	joechirayath3009@gmail.com	SCMS	Kerala	SELECT
Nisha	nishabcalcutta@gmail.com	SCMS	Kerala	SELECT
Nivya	nivuantony@gmail.com	SCMS	Kerala	REJECTED
Sanjana	sanjanavarghese47120@gmail.com	SCMS	Kerala	REJECTED
Abhishek	abhishekpuresh@gmail.com	SCMS	Kerala	REJECTED
Yadhukrishnan	yadhukrishnanr4@gmail.com	SCMS	Kerala	REJECTED
Rohit	rohitbineesh007@gmail.com	SCMS	Kerala	REJECTED
Shon	shonsaji15@gmail.com	SCMS	Kerala	REJECTED
Sagar	sagarnjr2255@gmail.com	SCMS	Kerala	REJECTED
Arya	aryaprakash097@gmail.com	SCMS	Kerala	REJECTED
Vani	vanikalangara@gmail.com	SCMS	Kerala	REJECTED
Yadukrishnan	yedhups@yahoo.com	SCMS	Kerala	REJECTED
Akshay	akshayviswam99@gmail.com	SCMS	Kerala	REJECTED
Shehzad	ibrahim.shehzad7@gmail.com	SCMS	Kerala	NO SHOW
Agheel	agheelnk@gmail.com	SCMS	Kerala	NO SHOW
Raheela	raheela1822@gmail.com	SCMS	Kerala	NO SHOW
Daniel	danielatwork311@gmail.com	SCMS	Kerala	NO SHOW
Gautham	gautham.salim.16@gmail.com	SCMS	Kerala	NO SHOW
Neeraj	neerajmallisseri@gmail.com	SCMS	Kerala	NO SHOW
Karthik	20karthik00@gmail.com	SCMS	Kerala	NO SHOW



sset last name <sset@scmsgroup.org>

Fwd: Mitsogo Results

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Ja

----- Forwarded message -----

From: **HR Sahridaya** <hr@sahridaya.ac.in>

Date: Fri, Jan 7, 2022 at 10:40 AM

Subject: Mitsogo Results

To: Placement Cell <placement@cce.edu.in>

Cc: Placement Cell - FISAT <placements@fisat.ac.in>, <bibinjoy@jecc.ac.in>, Jayanand B <jayanand@scmsgroup.org>, Rini .K.R <rini.k.r@vidyaacademy.ac.in>

Greetings from Mitsogo!

This email is in line with the interview process completed for the roles of Product Evangelist, Software Engineer, Software Test Engineer, Software Engineer-

After careful consideration, we are happy to inform you that the below-mentioned candidate is selected, also we regret to inform that no one else from the qualified the placement process and we are unable to proceed further with their candidature.

We will be sending the offer letter and all other information to the email id of selected candidate soon.

Name	College Name	Designation	CTC
Vaibhav Nair	SCMS	Product Evangelist	6,25,9
Salma Sabir	FISAT	Product Evangelist	6,25,9
Namitha Tom	FISAT	Product Evangelist	6,25,9
Vani Prakash Choyyan	Jyothi Engineering College	Product Evangelist	6,25,9

We hereby confirm that the placement process of Mitsogo Technologies Pvt Ltd is completed, we would like to wish all the students participated in the plac successful and bright future.

--

Vini Jose
Training & Placement Officer
Sahridaya College of Engineering & Technology
P.B.No:17, Kodakara,
Thrissur, Kerala - 680684
Mob : 9846023598



sset last name <sset@scmsgroup.org>

Fwd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

merlin elsa mammen <merlinelsa555@gmail.com>
To: sset@scmsgroup.org

----- Forwarded message -----

From: Devika Rani <devikarani.l@qspiders.com>

Date: Tue, Jan 11, 2022, 3:18 PM

Subject: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

To: <jayanandb@gmail.com>

Cc: <ibrahim.shehzad7@gmail.com>, <deepakmenonputhuseri@gmail.com>, <shahanashahu309@gmail.com>, <krishnaprasadnr@gmail.com>, <souravpc3214@gmail.com>, <anjali.com>, <anurajendrannp1999@gmail.com>, <merlinelsa555@gmail.com>, <srutheeshnaunni@gmail.com>, <joepaulppoulouse7594033291@gmail.com>, <ardraprasad1999@gmail.com>, <sadhana.k@qspiders.com>

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2022 Batch from your college.

We heartily congratulate students for getting placed & we officially welcome all the selected students to QSpiders.

Below List with Green Highlighted are the selects & Please communicate the same with students & we will post you the date of Joining ASAP.

For Selected students anything in further information or Query contact-9513684738/7619163087/8951922956.

[Note-This mail is a confirmation of selection & students while reporting can take a print/show the mail confirmation to the respective concerns]

Student name	Contact Number	Email Id	10th %	12th % / Diploma %	Degree	Degree Stream	Degree %	Degree Year of Passing	Degree College Name (please mention full name of your college)	Master degree	Master Degree %	Master degree college name (please mention name of college)
Shehzad Ibrahim	9567142522	ibrahim.shehzad7@gmail.com	92	68.4	Btech	CS	75.9	2022	SCMS School of Engineering and Technology			
Deepak P Menon	9497863401	deepakmenonputhuseri@gmail.com	87.8	92	Btech	MECH	69	2022	Scms school of engineering and technology			
Shahana mol B	8589011404	shahanashahu309@gmail.com	95	77.4	Btech	CS	81.95	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
Krishnaprasad T	9747954407	krishnaprasadnr@gmail.com	100	96	Btech	CIVIL	91.5	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
SOURAV PC	9497045863	souravpc3214@gmail.com	81	88	Btech	CS	79.02	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
Anjali. R	9544276084	anjalarajeevkumar1998@gmail.com	65	65	BCA	IT	58	2020	Anjali R	MCA	76	SCMS Sc Engineering Techno
Anagha NP	9539446121	anurajendrannp1999@gmail.com	95	80	BSc	CS	65	2020	Providence women's college kozhikode	MCA	100	SCMS sc engineering techno
Merlin Elsa Mammen	7025752579	merlinelsa555@gmail.com	90	80	BCA	IT	69	2019	MERLIN ELSA MAMMEN	MCA	82	SCMS SC OF ENGINEERING AND TECHNO
srutheeshna u	9656109846	srutheeshnaunni@gmail.com	93	71	BSc	OTHERS	69.1	2020	sn college alathur	MCA	100	scms sc engineering techno
Joepaul p poulose	7594033291	joepaulppoulouse7594033291@gmail.com	0.81	0.65	BCA	CS	0.62	2019	SKCMS kuruppampady	MCA	0.7	SCMS sc Engineering Techno

1/12/22, 9:19 AM

SCMS Group of Institutions Mail - Fwd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

Ardra prasad	9400557142	ardraprasad1999@gmail.com	80	81	BSc	CS	69.8	2020	Sree narayana college cherthala	MCA	83	Scms scl engineeri techno
Albin Tomy	9048089962	albinto768@gmail.com	82	80	Btech	MECH	75	2022	Scms school of engineering and technology			

Regards,

Devika

9513684738

Qspiders Incubation Team.



sset last name <sset@scmsgroup.org>

IBS Campus Recruitment - 2022 |SCMS School of Engineering and Technology - Offer Letter Confirmation

22 messages

Steena M Joseph <Steena.Joseph@ibsplc.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>
Cc: Jobjos Scaria <Jobjos.Scaria@ibsplc.com>

Sat, Jan 1, 2022 at 12:15 PM

Greetings from IBS Software !

Kindly find the attached list of students who have received their offer letters in their personal e-mail. Kindly forward the status of students as soon as possible.

Regards

Steena M Joseph | [Human Resources \(Campus Recruitment\)](#)



521-524, Nila Building, Technopark Campus, Trivandrum - 695 581, Kerala, India

☎ +91 7510835732

✉ steena.joseph@ibsplc.com | www.ibsplc.com

DISCLAIMER: "The information in this e-mail and any attachment is intended only for the person to whom it is addressed and may contain confidential and/or privileged material. If you have received this e-mail in error, kindly contact the sender and destroy all copies of the original communication. IBS makes no warranty, express or implied, nor guarantees the accuracy, adequacy or completeness of the information contained in this email or any attachment and is not liable for any errors, defects, omissions, viruses or for resultant loss or damage, if any, direct or indirect."



SCMS School of Engineering and Technology.xlsx

10K

SSET <sset@scmsgroup.org>

Sat, Jan 1, 2022 at 7:40 PM

To: vaibhavnavair008@gmail.com, gracious932@gmail.com, sagarnjr2255@gmail.com, sanjanavarghese47120@gmail.com, telvinten7@gmail.com, aswathyrpn@gmail.com, sananthkc12@gmail.com, neerajmallisseri@gmail.com, nimishakuriachan@gmail.com, swethajs29@gmail.com, fahimfathima12@gmail.com, dhilnamathews@gmail.com, raheela1822@gmail.com, jeslinmerin@gmail.com
Cc: Jayanand B <jayanand@scmsgroup.org>

Dear all,

Kindly read through the trailing mail and let us know your decision about acceptance of the offer. Kindly answer to this mail to make it convenient for us to fwd the status to the company.

Thanks
Placements
SSET

[Quoted text hidden]



SCMS School of Engineering and Technology.xlsx

10K

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jan 1, 2022 at 7:40 PM



Address not found

Your message wasn't delivered to **aswathyrpn@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> k7sor6942987oic.9 - gsmt

Final-Recipient: rfc822; aswathyrpn@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> k7sor6942987oic.9 - gsmt

Last-Attempt-Date: Sat, 01 Jan 2022 06:10:23 -0800 (PST)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: vaibhavna008@gmail.com, gracious932@gmail.com, sagarnjr2255@gmail.com, sanjanavarghese47120@gmail.com, telvinten7@gmail.com, aswathyrpn@gmail.com, sananthkc12@gmail.com, neerajmallisseri@gmail.com, nimishakuriachan@gmail.com, swethajs29@gmail.com, fahimfathima12@gmail.com, dhilnamathews@gmail.com, raheela1822@gmail.com, jeslinmerin@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

Bcc:

Date: Sat, 1 Jan 2022 19:40:22 +0530

Subject: Fwd: IBS Campus Recruitment - 2022 |SCMS School of Engineering and Technology - Offer Letter Confirmation

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jan 1, 2022 at 7:42 PM

To: aswathy2000@ieee.org

[Quoted text hidden]



SCMS School of Engineering and Technology.xlsx
10K

NEERAJ M <neerajmallisseri@gmail.com>
To: SSET <sset@scmsgroup.org>

Sat, Jan 1, 2022 at 10:13 PM

I would like to accept the offer from IBS.
Thank you
Neeraj M
S7 CS2

[Quoted text hidden]



image001.jpg
8K

Sananth K C <sananthkc12@gmail.com>
To: SSET <sset@scmsgroup.org>

Sat, Jan 1, 2022 at 10:54 PM

I would like to accept the offer letter from IBS.
Thank you

Sananth K C
S7 CS2

[Quoted text hidden]

Gracious Baby <gracious932@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 12:36 AM

Respected sir/ma'am ,
I accept the offer from IBS. Hoping to hear from them soon.

with regards
Gracious Baby

On Sat, Jan 1, 2022 at 7:40 PM SSET <sset@scmsgroup.org> wrote:
[Quoted text hidden]

Jeslin Merin Sajeew <jeslinmerin@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 8:14 AM

[Quoted text hidden]



SCMS School of Engineering and Technology.xlsx
10K

Aswathy Rajan <aswathy2000@ieee.org>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 9:03 AM

Dear Madam/Sir,
I hereby attach the excel sheet regarding the status of the acceptance of the IBS offer letter.

Regards,
Aswathy Rajan
[Quoted text hidden]



SCMS School of Engineering and Technology.xlsx
11K

Dhilna K M <dhilnamathews@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:17 AM

Accepted

On Sat, 1 Jan, 2022, 7:40 pm SSET, <sset@scmsgroup.org> wrote:
[Quoted text hidden]



image001.jpg
8K

SWETHA J S <swethajs29@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:19 AM

On Sat, 1 Jan 2022 at 7:40 PM, SSET <sset@scmsgroup.org> wrote:

Dear all,

Kindly read through the trailing mail and let us know your decision about acceptance of the offer. Kindly answer to this mail to make it convenient for us to fwd the status to the company.

Thanks

Placements

SSET

----- Forwarded message -----

From: **Steena M Joseph** <Steena.Joseph@ibsplc.com>

Date: Saturday, January 1, 2022

Subject: IBS Campus Recruitment - 2022 |SCMS School of Engineering and Technology - Offer Letter Confirmation

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Jobjos Scaria <Jobjos.Scaria@ibsplc.com>

Greetings from IBS Software !

Kindly find the attached list of students who have received their offer letters in their personal e-mail. Kindly forward the status of students as soon as possible.

Regards

Steena M Joseph | Human Resources (Campus Recruitment)



521-524, Nila Building, Technopark Campus, Trivandrum - 695 581, Kerala, India

☎ +91 7510835732

✉ steena.joseph@ibsplc.com | www.ibsplc.com

Offer Letter Recieved And Accepted

Thank you
Swetha J S

[Quoted text hidden]

NEERAJ M <neerajmallisseri@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:25 AM

Offer Letter Received and Accepted
Thank you
[Quoted text hidden]

Sagar <sagarnjr2255@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:28 AM

Offer letter received and accepted

Thank you
[Quoted text hidden]



image001.jpg
8K

Telvin K T <telvinten7@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:30 AM

Offer letter received and accepted .
Thank You

Telvin K T
S7 CS2
[Quoted text hidden]



image001.jpg
8K

Aswathy Rajan <aswathy2000@ieee.org>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:30 AM

Aswathy Rajan - Offer letter received and accepted.
[Quoted text hidden]

SWETHA J S <swethajs29@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 10:33 AM

Offer Letter received and accepted.
Thank you
Swetha J S
[Quoted text hidden]

Fahim Fathima <fahimfathima12@gmail.com>
To: SSET <sset@scmsgroup.org>
Cc: Jayanand B <jayanand@scmsgroup.org>

Sun, Jan 2, 2022 at 11:21 AM

Sir,
I received the offer letter and did not accept the offer.

Thank you.

On Sat, Jan 1, 2022, 7:40 PM SSET <sset@scmsgroup.org> wrote:

[Quoted text hidden]



image001.jpg
8K

Sanjana Varghese <sanjanavarghese47120@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 12:14 PM

Yes, I accepted the offer.

[Quoted text hidden]



image001.jpg
8K

Nimisha Kuriachan <nimishakuriachan@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 1:16 PM

Dear Ma'am/sir,
I am Nimisha Kuriachan
I received the offer letter from IBS. Now I have better offer from another company so I am declining this offer.
Thank you

On Sat, 1 Jan, 2022, 7:40 pm SSET, <sset@scmsgroup.org> wrote:

[Quoted text hidden]



image001.jpg
8K

Sananth K C <sananthkc12@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Jan 2, 2022 at 11:22 PM

Offer letter received and accepted.
Thank you

Sananth K C
S7 CS2

[Quoted text hidden]

Raheela NA <raheela1822@gmail.com>
To: SSET <sset@scmsgroup.org>

Mon, Jan 3, 2022 at 11:26 AM

Offer letter received and accepted.

[Quoted text hidden]



image001.jpg
8K

SSET <sset@scmsgroup.org>

Wed, Jan 12, 2022 at 10:39 AM

To: Steena M Joseph <Steena.Joseph@ibsplc.com>
Cc: Jobjos Scaria <Jobjos.Scaria@ibsplc.com>

Dear Sir/Madam,

Greetings.

Please find the attached status of students who were selected from our college by your esteemed organization. We express our gratitude towards you for considering our students for the placement drive.

Thanks and Regards,

Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Ernakulam.

[Quoted text hidden]



SCMS School of Engineering and Technology (1)_offers_IBS.xlsx

10K

Candidate Name	email ID	Mobile Number
Vaibhav Nair	vaibhavnair008@gmail.com	7358766296
Gracious Baby	gracious932@gmail.com	8589060181
Sagar Narendranath	sagarnjr2255@gmail.com	8547062252
Sanjana Varghese	sanjanavarghese47120@gmail.com	09447978843
Telvin KT	telvinten7@gmail.com	9048310977
Aswathy Rajan	aswathyrpn@gmail.com	8078794268
Sananth K C	sananthkc12@gmail.com	9747362808
NEERAJ M	neerajmallisseri@gmail.com	9446161688
Nimisha Kuriachan	nimishakuriachan@gmail.com	9656463518
SWETHA J S	swethajs29@gmail.com	6282527502
Fahim Fathima K A	fahimfathima12@gmail.com	9072936857
Dhilna K M	dhilnamathews@gmail.com	9446172475
RAHEELA N.A.	raheela1822@gmail.com	8547203079
Jeslin Merin Sajeev	jeslinmerin@gmail.com	9496886028

Branch	Offer Letter Received	Offer Letter Accepted/Rejected
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Rejected
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Rejected
Computer Science & Engineering	Yes	Accepted
Computer Science & Engineering	Yes	Accepted
Electronics and Communication Engineering	Yes	Accepted



sset last name <sset@scmsgroup.org>

All Kerala Pooled recruitment by Mar Labs

Jenty Joy <jentyjoy@mbits.edu.in>

Tue, Aug 31, 2021 at 10:41 AM

To: biju.skaria@mace.ac.in, Placement Cell MACE <placements@mace.ac.in>, Placement Cell MACE <tnpmace@gmail.com>, jeena jacob <jeena.jacob4@gmail.com>, Placement Cell - RSET <pc.rajagiri@gmail.com>, Varun Jose <cr.rajagiri@gmail.com>, ilahia icet <placement@icet.ac.in>, anilan r <anilanagri@gmail.com>, placement@sngce.ac.in, MGMCollegeOfEngineering TPC <tpcmgmcollegeofengineering@gmail.com>, Career Guidance & Placements MITS <pc@mgits.ac.in>, SSET <sset@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>, "Jose V. Mathew" <josevmathew@aisat.ac.in>, Sebin Jose <sebinjose@aisat.ac.in>, SNMIMT Placement <placement@snmimt.edu.in>, mahendraks@kmeacollege.ac.in, Vjcet Vjcet <vjcet@vjcet.org>, placement Cell ASIET <placement@adishankara.ac.in>, Santharam Rao <santharamrao.cp@gmail.com>, Placement Cell FISAT <placements@fisat.ac.in>, ELVIN KURUVILLA <elvin@visat.ac.in>, Placement Department TIST <placement@tistcochin.edu.in>

Greetings from MBITS and Placement Officers Kerala

Dear Sir

Mar labs had consented to conduct a pooled recruitment for the 2022 Batch Computer Science, Information Systems, IT, Electronics & Communication, EEE students of Kerala engineering colleges

Please Find the eligibility criteria and find the attachment for the data format.

You are requested to kindly send me the data in the attached format on or before 12-09-2021. The test will be conducted on or after 20-9-21

Eligibility

Computer Science,
Information Systems, IT,
Electronics & Communication,
EEE

Mark. B Tech 60% and 2 backlogs allowed

Other details:

- Salary: 3.5 L (all fixed)
- Location where selected candidates will be placed: Kochi, Mysore
- Branches: Computer Science, Information Systems, IT, Electronics & Communication, EEE
- Pre-Placement presentation: Since this will be across the 5 zones, we will share a video Selection Process
 - General aptitude test (includes reasoning ability, analytical skill, verbal ability) about sixty questions (1 Hour)
 - English verbal test – this includes sentence forming and grammar
 - Technical and HR interview

--

Regards

Mr Jenty Joy

Head Corporate Relations & Placements

9/1/2021

SCMS Group of Institutions Mail - All Kerala Pooled recruitment by Mar Labs

MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]

Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India- 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)

CTIPS (Kerala) Consortium of Technical Institutes for Placement Services

Mob +91 94466 10781,+91 9188825380

Location of MBITS <https://goo.gl/maps/APjCuqBygtu>



Candidate Info - Campus TA Marlabs.xlsx

10K



sset last name <sset@scmsgroup.org>

Marlab selected students

2 messages

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Thu, Oct 28, 2021 at 9:09 AM

Dear Jenty Sir,

It was a great working with you on this Kerala state pool campus drive initiative. I am very happy to share the final list of selections with you. Out of 300 students who got selected for the interviews, 258 candidates appeared for the same and we have 119 final selections for the offer release and another 38 profiles are on hold.

Students those who are listed in selected list can be blocked for any other future drives and the candidates those who are on hold can be given an opportunity with the other companies also, as we will need to discuss and see the ratio of other offer acceptances, this will be decided after the 30 days from the first batch offer release date.

Those who have got selected for the offer (119 Students) are scored more than 70% in both Gen Aptitude and QUIA and cleared our technical panel interviews.

We will be rolling out these offers starting from 8th Nov. 2021. (As we have festival leaves and other leaves on next week many of our TA team members on leave, so this has been pushed to 8th Nov.)

Once again, thanks a ton for all your help and cooperation during this transactions.

Thanks and Regards

**Final Selection List - Keral Pool Campus Drive.xlsx**

19K

SSET <sset@scmsgroup.org>

Thu, Oct 28, 2021 at 10:03 AM

To: jeslinmerin@gmail.com, bhavyajinaraj@gmail.com, vaibhavnair008@gmail.com, m.yasee33@gmail.com, meeranandanam99@gmail.com, johandanavil@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

Dear Student,

Congratulations on being placed with Marlabs. Kindly share the offer letter as and when you receive the same from the company.

Kindly find the list attached.

Thanks
Placement cell.

[Quoted text hidden]

**Final Selection List - Keral Pool Campus Drive.xlsx**

19K

Sl.No.	Email	Name
1	anaghamenon47@gmail.com	Anagha S Menon
2	eliasthambi@gmail.com	ELIAS THAMBI
3	akhilasarasam@gmail.com	Akhila Sara Sam
4	gokulgs2711@gmail.com	Gokul G.S. Nair
5	habeelalk@gmail.com	Habeel Latheef
6	mohammed.rohan.pm@gmail.com	Mohammed Rohan P M
7	krishnapc2k@gmail.com	Krishnaprasad C
8	arjuns@ieee.org	ARJUN S
9	rithula258@gmail.com	Rithula N Ebrahim
10	abhikgram2000@gmail.com	ABHIRAM.K.G.
11	gracethattil01@gmail.com	Grace Thattil
12	parvathyujjain@gmail.com	Parvathy S Menon
13	aswathymeria@gmail.com	Aswathy Meria Peter
14	krishnanunnijvm@gmail.com	J Krishnanunni
15	p2nthegame@gmail.com	Puthin Kumar T
16	merlin.chikku4556@gmail.com	MERLIN MARIA THOMAS
17	anjaliijnair902@gmail.com	Anjaly j nair
18	mlindakj@gmail.com	Linda Maria K J
19	abhimaneujayan@gmail.com	ABHIMANEU K J
20	anaghasreekumar001@gmail.com	Anagha sreekumar
21	jeslinmerin@gmail.com	Jeslin Merin Sajeev
22	richy.thampi26@gmail.com	Richy Thampi
23	bhavyajinaraj@gmail.com	Bhavya Jinaraj
24	parumulavana25@gmail.com	Parvathy S
25	ryanmariasunil31@gmail.com	Ryan Maria Sunil
26	aryaandrews17@gmail.com	Arya Andrews
27	alanvazhapilly765@gmail.com	Alan Antony V F
28	thomassiby1@gmail.com	Thomas Siby
29	ziyafathimarszzz@gmail.com	Ziya Fathima
30	amruthanair3120@gmail.com	NAIR AMRUTHA PRAKASAN
31	salwa.firoz@ieee.org	Salwa Firoz C M
32	vaibhavnair008@gmail.com	Vaibhav Nair
33	aleenasarav@gmail.com	ALEENA SARA VARGHESE
34	richureshu@gmail.com	RICHARD T S
35	sanjanaprasad40536@gmail.com	Sanjana Prasad
36	akshaygd1025@gmail.com	Akshay Ram M
37	aparnarmohanam@gmail.com	Aparna R
38	nair.amitha27@gmail.com	Amitha A Nair
39	shivshankarnath@gmail.com	SHIV SHANKAR NATH
40	sajithsajan@gmail.com	SAJITH SAJAN KOSHY
41	lavanyanambiar2000@gmail.com	Lavanya EV
42	fathimamirzaps@gmail.com	Fathima Mirza P S
43	susanipekovoov@gmail.com	SUSAN IPE KOVOOR
44	vishnu.jairaj.n@gmail.com	VISHNU J NAMPOOTHIRI
45	shafnanoormuhammed@gmail.com	Shafna N
46	adithyanofficial@gmail.com	ADITHYA MOHAN

47	jenisabenjamin11@gmail.com	Jenisa Elma Benjamin
48	aneenaann06@gmail.com	ANEENA ANN BABU
49	anjususansimon@gmail.com	Anju Susan Simon
50	lekshmividyadharan699@gmail.com	LEKSHMI THADATHIL VIDYADHARAN
51	a8swarya19@gmail.com	AiswaryaLakshmi M
52	achumeghu@gmail.com	P S Harsha
53	hannahanniejohn@gmail.com	LIA ANNIE JOHN
54	lakshmipriyamin@gmail.com	Lakshmipriya K A
55	raizak004@gmail.com	RAIZA KHALID
56	mariabennykottalil25@gmail.com	Maria Benny Kottalil
57	namitha25112000@gmail.com	NAMITHA TOM
58	m.yasee33@gmail.com	Mohammad Yaseen
59	utharavijayan2000@gmail.com	UTHARA CHAKKUNGAL VIJAYAN
60	radhikaramsha2001@gmail.com	Sharma Radhika Ramesh
61	edwinjoy.official@gmail.com	EDWIN T JOY
62	thejusdileep28@gmail.com	THEJUS DILEEP
63	adityakris@gmail.com	ADITYA KRISHNAN
64	sidharthnair07@gmail.com	Sidharth Nair
65	nimamohi99@gmail.com	NIMA MOIDEEN
66	siangijo00@gmail.com	SIAN GIJO
67	ldevikrishna123@gmail.com	Devikrishna L
68	parvathyi652@gmail.com	PARVATHY I
69	im.gautham.krish@gmail.com	GAUTHAM KRISHNA S
70	sreyasunil86@gmail.com	SREYA S
71	dineshakshay14@gmail.com	Akshay Dinesh
72	adithyakaringalil@gmail.com	Adithya Anil
73	arathikr956@gmail.com	ARATHI K.R.
74	darwinpsunny@gmail.com	DARWIN P SUNNY
75	meghnarnpillai@gmail.com	MEGHNA NAIR
76	adarshvsanthosh@gmail.com	ADARSH V S
77	hridaya2420@gmail.com	Hridaya U Mallia
78	roshnistuvert@gmail.com	Roshni Stuvvert
79	aiswaryaantony007@gmail.com	AISWARYA ANTONY
80	liyaantony27@gmail.com	LIYA ELSA ANTONY
81	akshadhapprabhu@gmail.com	Akshadha P Prabhu
82	anntresaroy20@gmail.com	ANN TRESA ROY
83	krishnarajeev2000@yahoo.com	Krishna Rajeev
84	krishnanunnisunilofficial@gmail.com	Krishnanunni Sunil
85	bijuakhil555@gmail.com	AKHIL B
86	fahmidha21@gmail.com	Fahmidha Nelliyei
87	amiteswarya00@gmail.com	Amiteswary A Nair
88	devikaanair1700@gmail.com	Devika A Nair
89	devikarajeshs2000@gmail.com	S. Devika Rajesh
90	vishnuprasadmenon@gmail.com	Vishnuprasad Kalleparambil
91	akhilraj2106@gmail.com	Akhil Raj
92	zaruf049@gmail.com	MUHAMMAD ZARUF C
93	meeranandanam99@gmail.com	Meera Rajendran

94	nandanavisakh20@gmail.com	B. Nandana
95	abhiramabhi2730@gmail.com	Abhiram T
96	johandanavil@gmail.com	P John Zachariah
97	sandrapramod20@gmail.com	Sandra Pramod
98	dennisvadakkedam@gmail.com	DENNIS M VADAKKEDAM
99	alignagith@gmail.com	ALIGN ELSA AGITH
100	shafna20ashraf@gmail.com	Shafna
101	akshathakennedy2000@gmail.com	A Akshatha
102	rijinthomas50@outlook.com	Rijin Thomas G.
103	roshnirajanks@gmail.com	ROSHNI P
104	abhijithmanoj72@gmail.com	Abhijith M K
105	arkot2000@gmail.com	Arvin Luke Kottarathil
106	abhijithshaji2018@gmail.com	Abhijith Shaji
107	anjanavm2000@gmail.com	Anjana V M
108	gayathrim1805@gmail.com	GAYATHRY MS
109	mr.zain1313@gmail.com	MOHAMMED ZAIN
110	devika.thankachy@acetvm.com	DEVIKA THANKACHY G S
111	aswathsuresh369@gmail.com	ASWATH SURESH
112	christy.sj1822@saintgits.org	CHRISTY JOSEPH SASTHAMCHIRAYIL
113	aneetaaaron@gmail.com	Aneeta Aniyan
114	nasrinjabar003@gmail.com	Nasrin Jabar
115	rehanpulickal@gmail.com	Rehan Thomas
116	chrestic422@gmail.com	Christi Thomas
117	amrithasreekumar34@gmail.com	AMRITHA S
118	ashwinsabu2000@gmail.com	ASHWIN SABU
119	binittavarghese1@gmail.com	Binitta Varghese

College Name	Status
Government Engineering College Bartonhill	Selected
Adi Shankara Institute of Engineering and Technology	Selected
College of Engineering Chengannur	Selected
Mar Baselios College of Engineering and Technology	Selected
MES College of Engineering, Kuttippuram	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
Adi Shankara Institute of Engineering and Technology	Selected
Adi Shankara Institute of Engineering and Technology	Selected
Adi Shankara Institute of Engineering and Technology	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
Sreepathy Institute of Management and Technology	Selected
Toc H institute of Science and Technology	Selected
Mar Baselios College of Engineering and Technology	Selected
Albertian Institute Of Science And Technolog	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Mangalam college of engineering, Ettumanoor	Selected
Mar Baselios College of Engineering and Technology	Selected
Adi Shankara Institute of Engineering and Technology	Selected
Toc H institute of Science and Technology	Selected
SCMS School of Engineering and Technology	Selected
Mar Baselios Christian College of Engineering and Technology, Peermade	Selected
SCMS School of Engineering and Technology	Selected
College Of Engineering Perumon	Selected
St. Joseph's college of engineering and technology, Palai	Selected
Rajagiri School of Engineering & Technology	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
College Of Engineering Thalassery	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
Sree Chitra Thirunal College of Engineering	Selected
SCMS School of Engineering and Technology	Selected
Muthoot Institute of Technology and Science	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
Mar Baselios College of Engineering and Technology	Selected
Sree Chitra Thirunal College of Engineering	Selected
Rajagiri School of Engineering & Technology	Selected
College of Engineering Karunagappally	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
College of Engineering. Pathanapuram	Selected
Government College of Engineering, Kannur	Selected
Muthoot Institute of Technology and Science	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Ahalia School of Engineering and Technology	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected

College of Engineering Chengannur	Selected
Muthoot Institute of Technology and Science	Selected
Amal Jyothi College of Engineering, Kanjirappally	Selected
Vidya Academy of Science and Technology, Thrissur	Selected
Mar Baselios Institute of Technology and Science	Selected
Mar Baselios College of Engineering and Technology	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Toc H institute of Science and Technology	Selected
St Thomas College of engineering and technology, sivapuram	Selected
Ilahia College of Engineering and Technology	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
SCMS School of Engineering and Technology	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
Vidya Academy of Science and Technology, Thrissur	Selected
JYOTHI ENGINEERING COLLEGE	Selected
COLLEGE OF ENGINEERING THALASSERY	Selected
Adi Shankara Institute of Engineering and Technology	Selected
Government College of Engineering, Kannur	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Government Engineering College Bartonhill	Selected
NSSCE	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
NSSCE	Selected
Government Engineering College Kozhikode	Selected
College of Engineering Chengannur	Selected
Mar Baselios College of Engineering and Technology	Selected
Vidya Academy of Science and Technology, Thrissur	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
Adi Shankara Institute of Engineering and Technology	Selected
Mar Baselios College of Engineering and Technology	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Government Engineering College Kozhikode	Selected
Ahalia School of Engineering and Technology	Selected
SREE BUDDHA COLLEGE OF ENGINEERING, PATTOOR	Selected
MES College of Engineering, Kuttippuram	Selected
College of Engineering, Attingal, Trivandrum	Selected
Mar Baselios College of Engineering and Technology	Selected
Marian Engineering College, Trivandrum	Selected
CHRIST COLLEGE OF ENGINEERING	Selected
College Of Engineering Perumon	Selected
Federal Institute of Science and Technology (FISAT), Angmaly	Selected
SCMS School of Engineering and Technology	Selected

College of Engineering Chengannur	Selected
College Of Engineering Perumon	Selected
SCMS School of Engineering and Technology	Selected
St. Joseph's college of engineering and technology, Palai	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
JYOTHI ENGINEERING COLLEGE	Selected
Mangalam college of engineering, Ettumanoor	Selected
Rajagiri School of Engineering & Technology	Selected
SREE BUDDHA COLLEGE OF ENGINEERING, PATTOOR	Selected
Amal Jyothi College of Engineering, Kanjirappally	Selected
Amal Jyothi College of Engineering, Kanjirappally	Selected
Government College of Engineering, Kannur	Selected
St. Joseph's college of engineering and technology, Palai	Selected
College Of Engineering Perumon	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
ACE College of Engineering	Selected
Adi Shankara Institute of Engineering and Technology	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
College Of Engineering Perumon	Selected
Albertian Institute Of Science And Technology	Selected
College of Engineering Chengannur	Selected
UKF College of Engineering & Technology	Selected
NSSCE	Selected
SAINTGITS COLLEGE OF ENGINEERING	Selected
Amal Jyothi College of Engineering, Kanjirappally	Selected

Sl. No	Email	Name
1	anujoserose@gmail.com	Anju Jose
2	abhinavsj2000@gmail.com	Abhinav S J
3	akshayrkofficial@gmail.com	Akshay R K
4	justinkurian543@gmail.com	Justin Kurian
5	abhiramisivaraj@gmail.com	ABHIRAMI S
6	keethu8899@gmail.com	KEERTHANA A
7	gokulgs2000@gmail.com	GOKUL G S
8	anaghabiju2000in@gmail.com	Anagha Biju
9	akashkp107@gmail.com	AKASH K P
10	antonyshonkj@gmail.com	Antony Shon K. J
11	jishnutkkpm2@gmail.com	JISHNU T K
12	harshaks116@gmail.com	Harsha K S
13	ashwinichandran777@gmail.com	Ashwini Chandran
14	josemi Josejo@gmail.com	Josemi Jose
15	athirabaiju7894@gmail.com	Athira. B
16	hibatirur@gmail.com	Hiba T
17	noblesam321@gmail.com	NOBLE SAM
18	vaishnavi99kunnampilly@gmail.com	Vaishnavi K
19	jain.vargheseml@gmail.com	Jain Varghese
20	aganshabaijupallipat@gmail.com	Agansha Baiju
21	veldasrdurai72@gmail.com	VELDAS R DURAI
22	keziahelenbabu0615@gmail.com	KEZIA HELEN BABU
23	suzaineayickal@gmail.com	SUZAINA AYICKAL
24	gayathripramod64@gmail.com	GAYATHRI PRAMOD
25	gourideepa1001@gmail.com	Gouri D
26	hadianow@gmail.com	Hadia Nowshad
27	devikamenon1405@gmail.com	Devika Menon
28	muhammadmoleri@gmail.com	MUHAMMAD MOLERI
29	pranavraki@gmail.com	Pranav Ramakrishnan
30	sreekrishnavlm@gmail.com	SREEKRISHNA A
31	prinsedas@gmail.com	Prinse Judit Das
32	stellamolsabu01@gmail.com	STELLAMOL SABU
33	anjali peter257@gmail.com	Anjali Peter
34	krishnareghu2018@gmail.com	Krishna Priya R
35	amithaks142000@gmail.com	Amitha K S
36	sauravkrishna831@gmail.com	K V Sauvrav Krishna
37	adithya3099@gmail.com	ADITHYA S RENU
38	nivanjanapramod23@gmail.com	NIVANJANA VV

College Name	Interview Status
Government College of Engineering, Kannur	On Hold
Sree Chitra Thirunal College of Engineering	On Hold
Government Engineering College Idukki	On Hold
Vimal Jyothi Engineering College	On Hold
NSSCE	On Hold
Federal Institute of Science and Technology (FISAT), Angmaly	On Hold
Mar Baselios College of Engineering and Technology	On Hold
Toc H institute of Science and Technology	On Hold
Government College of Engineering, Kannur	On Hold
Toc H institute of Science and Technology	On Hold
College of Engineering Trikaripur	On Hold
JYOTHI ENGINEERING COLLEGE	On Hold
COLLEGE OF ENGINEERING KALLOOPARA	On Hold
CHRIST COLLEGE OF ENGINEERING	On Hold
College Of Engineering Perumon	On Hold
Government Engineering College Idukki	On Hold
NSSCE	On Hold
Sahrdaya College of Engineering & Technology	On Hold
CHRIST COLLEGE OF ENGINEERING	On Hold
CHRIST COLLEGE OF ENGINEERING	On Hold
Govt Engineering College Wayanad	On Hold
Muthoot Institute of Technology and Science	On Hold
Federal Institute of Science and Technology (FISAT), Angmaly	On Hold
Rajiv Gandhi Institute of Technology, Kottayam	On Hold
Marian Engineering College, Trivandrum	On Hold
Colleen Of Engineering Thalassery	On Hold
Rajagiri School of Engineering & Technology	On Hold
Govt Engineering College Wayanad	On Hold
SCMS School of Engineering and Technology	On Hold
NSSCE	On Hold
Vimal Jyothi Engineering College	On Hold
Mar Baselios Institute of Technology and Science	On Hold
Thejus Engineering College, Vellarakkad, Thrissur	On Hold
COLLEGE OF ENGINEERING ADOOR	On Hold
LBS College of Engineering Kasaragod	On Hold
College Of Engineering Poonjar	On Hold
SREE BUDDHA COLLEGE OF ENGINEERING, PATTOOR	On Hold
Government College of Engineering, Kannur	On Hold



sset last name <sset@scmsgroup.org>

Fwd: CAMPUS DRIVE FOR QuEST Global 2021-2022

2 messages

George Joseph <georgejoseph@scmsgroup.org>

Mon, Sep 13, 2021 at 3:23 PM

To: Jayanand B <jayanand@scmsgroup.org>

Cc: Lakshmi Mahesh <lakshmimahesh@scmsgroup.org>, sset last name <sset@scmsgroup.org>

Dear Sir,

Please take this forward from here, please include MCA and IMCA students of Muttom campus also, please be in touch with Lakshmi Ma'am, I have shared with you her number as well.

You could be a single point of contact.

Rgds,

george joseph
Placements

----- Forwarded message -----

From: **Futuremug** <info@futuremug.com>

Date: Mon, Sep 13, 2021 at 3:00 PM

Subject: CAMPUS DRIVE FOR QuEST Global 2021-2022

To: <georgejoseph@scmsgroup.org>



Greetings from futuremug!

We are very excited to inform you that futuremug will be handling the on campus drive on behalf of QuEST Global in the year 2021 - 2022.

The first batch recruitment process of 2022 pass out students will be happening on last week this September. So, we would like to invite your college into this process.

CRITERIA:

- ✓ **2022 pass-outs**
- ✓ **Should have obtained minimum 60% percentage in 10th, 12th**
- ✓ **Should have obtained 65% in B.Tech**
- ✓ **(CSE/IT/ECE/EEE/AEI) or MCA till now**
- ✓ **No current back papers.**



If your college has interested students matching the above criteria who are immediately available this month for the assessment, please contact us directly in the following number.



Sneha S
9947276725

futuremug
Trivandrum

This email was sent to georgejoseph@scmsgroup.org
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SSET <sset@scmsgroup.org>

To: Jayanand B <jayanand@scmsgroup.org>

Mon, Sep 13, 2021 at 4:06 PM

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Re: QuEST Global On Campus Drive

5 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Tue, Oct 12, 2021 at 2:21 PM

To: sneha@futuremug.co.in

Cc: "ssset@scmsgroup.org" <ssset@scmsgroup.org>, "roopesh@futuremug.com" <roopesh@futuremug.com>, "binoy@futuremug.co.in" <binoy@futuremug.co.in>, Rahul Dixit <Rahul.Dixit@quest-global.com>, "jeena@futuremug.co.in" <jeena@futuremug.co.in>, Jayanand B <jayanand@scmsgroup.org>, SSET <sset@scmsgroup.org>

Dear Sneha,

Thanks for the email. I have moved as HoD of CSE department and I am copying the new placement officer Dr. Jayanand. He will do the needful.

Regards,
Varun

On Tue, Oct 12, 2021 at 12:54 PM <sneha@futuremug.co.in> wrote:

Hi Mr. Varun,

Hope you are doing good. Please share the details(full name, phone number, email id, whatsapp number, branch, number of backpaper, CGPA till now, 10th & 12th percentage) of the candidates in your college matching the criteria **(60% percentage in 10th, 12th & 65% in BTech (CSE/IT/ECE/EEE/AEI) & MCA till now with maximum 2 back papers. The back paper should be cleared before joining or else the employment stands cancel).** We will verify the list and let you know the date and time of the assessment.

Have a great day!

Thanks & Regards



--
Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
Series Editor - IEEE Communications Standards Magazine
Technical Editor - Computer Communications Journal, Elsevier
Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

Tue, Oct 12, 2021 at 3:10 PM

To: Lakshmi Mahesh <lakshnimahesh@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, Oct 12, 2021 at 3:32 PM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, Abhirami C A <abhianil032@gmail.com>, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathy2000@ieee.org, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, Diya Jolly <diyajolly29072000@gmail.com>, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandanavil@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuaajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavi david2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, abhishekn4454@gmail.com, adithyan739@gmail.com, aijojohn99@gmail.com, akhilmadhu81@gmail.com, akshayanil16@gmail.com, 07anaghaajayan@gmail.com, anurajendrannp1999@gmail.com, anannyanimalan@gmail.com, angel1998sunny@gmail.com, anjuanjali22132@gmail.com, ardraprasad1999@gmail.com, Athiravenugopal128@gmail.com, chithu00keloth@gmail.com, gayathriramachandran007@gmail.com, himavijay2@gmail.com, jinsxaviour@gmail.com, joepaulppoulouse75940@gmail.com, malavikanm99@gmail.com, mariyaac1999@gmail.com, merlinelsa555@gmail.com, muhammedsajidms369@gmail.com, reshmacmenon19@gmail.com, sandramohan1998@gmail.com, sarathkrishnan367@gmail.com, shilpasreedharan23@gmail.com, shimasunilkumar@gmail.com, lechu4646@gmail.com, srutheeshnaunni@gmail.com, vanikalangara@gmail.com, aishwaryacp2@gmail.com, alee66joseph@gmail.com, angelmariyababulib@gmail.com, jefsonjacob98@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

Dear student,

Kindly follow the eligibility criteria and fill the required fields by 10. a.m. tomorrow after the stipulated time entries shall not be entertained.

<https://forms.gle/LUEg8BYNswtwDQiYA>

Msg from Quest Global....

Hope you are doing good. Please share the details of the candidates in your college matching the criteria (**60% percentage in 10th, 12th & 65% in BTech (CSE/IT/ECE/EEE/AEI) & MCA till now with maximum 2 back papers. The back paper should be cleared before joining or else the employment stands cancel**). We will verify the list and let you know the date and time of the assessment.

sneha@futuremug.co.in <sneha@futuremug.co.in>

Tue, Oct 12, 2021 at 3:37 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: "roopesh@futuremug.com" <roopesh@futuremug.com>, "binoy@futuremug.co.in" <binoy@futuremug.co.in>,"jeena@futuremug.co.in" <jeena@futuremug.co.in>, Jayanand B <jayanand@scmsgroup.org>

Hi Mr. Jayanand,

Hope you are doing good. Please share the details(full name, phone number, email id, whatsapp number, branch, number of backpaper, CGPA till now, 10th & 12th percentage) of the candidates in your college matching the criteria (60% percentage in 10th, 12th & 65% in BTech (CSE/IT/ECE/EEE/AEI) & MCA till now with maximum 2 back papers. The back paper should be cleared before joining or else the employment stands cancel). We will verify the list and let you know the date and time of the assessment.

Have a great day!

Thanks & Regards



----- Original Message -----

Subject: Re: QuEST Global On Campus Drive

From: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>

Date: 10/12/21 1:51 am

To: "sneha@futuremug.co.in" <sneha@futuremug.co.in>

Cc: "ssset@scmsgroup.org" <ssset@scmsgroup.org>, "roopesh@futuremug.com" <roopesh@futuremug.com>, "binoy@futuremug.co.in" <binoy@futuremug.co.in>, "Rahul Dixit" <Rahul.Dixit@quest-global.com>, "jeena@futuremug.co.in" <jeena@futuremug.co.in>, "Jayanand B" <jayanand@scmsgroup.org>, "SSET" <sset@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Oct 13, 2021 at 1:12 PM

To: sneha@futuremug.co.in

Cc: "roopesh@futuremug.com" <roopesh@futuremug.com>, "binoy@futuremug.co.in" <binoy@futuremug.co.in>, "jeena@futuremug.co.in" <jeena@futuremug.co.in>, Jayanand B <jayanand@scmsgroup.org>

Dear Sir/Madam,

Please find the list of interested candidates for the placement drive from the SCMS Engineering section and the Management section

Thanks and regards.

Prof (Dr) Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Karukutty, Ernakulam, Kerala.
Mob : 9447442427
Email : jayanand@scmsgroup.org

[Quoted text hidden]

4 attachments

untitled
135K



 **SCMS School of Engineering & Technology.xlsx**
22K

 **Quest Global Tracker.xlsx**
19K

 **Quest Global.xlsx**
22K



Letter of Intent

Doc Ref. No.: QC20210198

Date of Issue: 29th October 2021

Dear Akhil Paulson ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (CTC)		3,00,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

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Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



sset last name <sset@scmsgroup.org>

TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

18 messages

Jesto Raphael <jesto.r@tcs.com>

Fri, Jul 23, 2021 at 12:08 PM

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

Dear Sir/Madam,

Greetings from TCS!

The banner features the TCS logo and the text 'TCS Careers' in the top left. On the right, it says 'Building on belief'. The main headline reads 'We're building greater futures' followed by 'Registrations open for TCS Ninja Hiring'. Below this, a list of details is provided: 'Inviting YoP- 2022 engineering graduates to start big', 'Registration end date: 15th August 2021', 'Link: <https://on.tcs.com/3rbqRLz>', 'Test Date: 30th August onwards', 'Eligibility: B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc', and 'Spread the word'. The background shows a man in a light blue shirt using a laptop, with abstract geometric patterns in shades of purple and red.

Link to Register: <https://on.tcs.com/2UNpp6g>Registration end date : 15th August 2021

Thanks and Regards
Jesto Raphael
Talent Acquisition Group- Kerala
TATA Consultancy Services
TCS Centre SEZ Unit,
Infopark PO,
Kochi - 682042
India

Mailto: jesto.r@tcs.comWebsite: <http://www.tcs.com>

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SSET <sset@scmsgroup.org>

Fri, Jul 23, 2021 at 12:18 PM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:03 PM

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshaik658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanraj@gmail.com, aswathypn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsont77@gmail.com, thasnic2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **havigovinds2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Final-Recipient: rfc822; havigovinds2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelink@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmatthew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **sreeparvathink@yahoo.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled (554.30).

Final-Recipient: rfc822; sreeparvathink@yahoo.com

Action: failed

Status: 5.0.0

Remote-MTA: dns: mta7.am0.yahoodns.net. (67.195.228.106, the server for the domain yahoo.com.)

Diagnostic-Code: smtp; 554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled

(554.30).

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamdream@gmail.com, fahimfathima12@gmail.com, fashnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuanthony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohitv47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:05 PM

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviyodavid2000@gmail.com, steevemmarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunjr8@gmail.com, ashinjooseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmoht123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadhr@gmail.com, mrjayan@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

----- Forwarded message -----

From: Jestto Raphael <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:06 PM

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaruraj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujaluluju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekravabhu@gmail.com, achintprakash008@gmail.com,

ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohithshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

----- Forwarded message -----

From: **Jesto Raphael** <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:06 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **abhijiithus04@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Final-Recipient: rfc822; abhijiithus04@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinn@gmail.com, mohammedyasinn@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghurar_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadthuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com,

gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com
Cc:
Bcc:
Date: Sat, 24 Jul 2021 12:06:58 +0530
Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations
----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **raghuram_2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Final-Recipient: rfc822; raghuram_2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinn@gmail.com, mohammedyasinn@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **geethapvmtr@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Final-Recipient: rfc822; geethapvmtr@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanaf7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmarca@gmail.com, naveenmuttath@gmail.com, nesmaipalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM

Address not found



Your message wasn't delivered to **rfasu8@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Final-Recipient: rfc822; rfasu8@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuttath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:14 PM

To: amal.messi7@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, ABHIRAMSHIVANI@gmail.com, abhiram2001@gmail.com, abhiroopchandran2000@gmail.com, deepasureshnambiar@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, pnmahesh69@rediffmail.com, xavieralbert33@gmail.com, tomv04@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames99@rediffmail.com, amalrafy2000@gmail.com, anakhvalsan215@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjun.ajuz.369@gmail.com, arunraju148@gmail.com, athulprakashan1@gmail.com, athulmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepu10pmonon@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, alfinmartin77@gmail.com

----- Forwarded message -----

From: **Jesto Raphael** <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sun, Jul 25, 2021 at 1:17 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 46 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Last-Attempt-Date: Sun, 25 Jul 2021 00:47:58 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sun, Jul 25, 2021 at 3:17 PM

To: sset@scmsgroup.org



Delivery incomplete

There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 44 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmtpt

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmtpt

Last-Attempt-Date: Sun, 25 Jul 2021 02:47:26 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyaugustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Mon, Jul 26, 2021 at 12:39 PM

Delivery incomplete



There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmtmp

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmtmp

Last-Attempt-Date: Mon, 26 Jul 2021 00:09:38 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviiodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudye108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihalo82latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesaroxx@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Mon, Jul 26, 2021 at 12:43 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Last-Attempt-Date: Mon, 26 Jul 2021 00:13:30 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Tue, Jul 27, 2021 at 1:33 PM



Recipient inbox full

Your message couldn't be delivered to **gayathrinishakp@gmail.com**. Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct

452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 01:03:01 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelink@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Tue, Jul 27, 2021 at 4:08 PM

To: sset@scmsgroup.org



Recipient inbox full

Your message couldn't be delivered to **2449088@gmail.com**.
Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Final-Recipient: rfc822; 2449088@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 03:38:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavi david2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, fero seanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnjr8@gmail.com, ashin joseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristy augustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hari prasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, niha1082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----



sset last name <sset@scmsgroup.org>

TCS Ninja National Level Mock Test | TCSNQTprep.COM

5 messages

Prabhu Channel B.Tech N <trainers@channelbtech.in>
To: "Channel B.Tech Prabhu" <trainers@channelbtech.in>
Bcc: sset@scmsgroup.org

Fri, Aug 13, 2021 at 9:23 AM

Dear Professor,

For the students appearing for TCS Ninja Drive from Aug 30, we are organizing a **NATIONAL LEVEL MOCK TEST** on **15 Aug 2021**.

Students can enroll for this FREE test here:

<https://tcsnqtprep.com/tcs-ninja-mock-test>

Test timings: (15 Aug 2021)

5:00 pm to 5:40 pm - Numerical Ability (26 Qs)

5:45 pm to 6:15 pm - Verbal Ability (24 Qs)

6:20 pm to 7:10 pm - Reasoning Ability(30Qs)

7:15 pm to 7:30 pm - Programming MCQs (10 Qs)

Last date to register: 15 Aug 2021, 12:00 pm

Kindly share this information with the students.

Results of this exam will be published on 16 Aug 2021, before 10 am here: <https://tcsnqtprep.com/tcs-ninja-mock-test>

Regards

Pragadeeswara Prabhu

Co-Founder,

Channel B.Tech,

Coimbatore, Tamil Nadu.

Mobile:

Prabhu - 9566634509

Balakrishna - 9600558967

Websites:

<https://www.tcsnqtprep.com>

<https://home.channelbtech.in>

Youtube: <https://www.youtube.com/channelbtech>

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 9:24 AM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>

Fri, Aug 13, 2021 at 9:36 AM

To: SSET <sset@scmsgroup.org>

Madam,

PI forward to all 2022 students.

Regards,

Jayanand B

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:19 AM

To: abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusel10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghanaravikumar108@gmail.com, mjrroth2000@gmail.com, mohamedaslam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihalo82latheeffmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com, abhisheknambiar8589@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavieralbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalrafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, sreegautham129@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaynambiar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavaya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com

----- Forwarded message -----

From: **Prabhu Channel B.Tech N** <trainers@channelbtech.in>

Date: Fri, Aug 13, 2021 at 9:23 AM

Subject: TCS Ninja National Level Mock Test | TCSNQTTPREP.COM

To: Channel B.Tech Prabhu <trainers@channelbtech.in>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:23 AM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathy2000@ieee.org, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com,

merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandनाविल@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijithus084@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfaslu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, stelvingeorge@yahoo.in, vighnesh.satheesan@gmail.com, yadukris1998@gmail.com, klaiswarya@gmail.com, aiswaryaviswanathan1998@gmail.com, rose.aneesha97@gmail.com, am.anjalianju@gmail.com, ANJANA K R <anjanakr98@gmail.com>, annmariasunny@gmail.com, anupamageorge18@gmail.com, ashi.ashitha04@gmail.com, athulyaharidas97@gmail.com, basilmbinu@gmail.com, devikardas04@gmail.com, fathi221998@gmail.com, jude999.jvm@gmail.com, krishnaunnikrishnan.1995@gmail.com, merrystar96@gmail.com, midhunasadudersanan@gmail.com, parvathysindhus@gmail.com, poojagirish9797@gmail.com, remyavjohn25@gmail.com, shraddharaveendran@gmail.com, sreee1197@gmail.com, thanseeahakk@gmail.com, varsha7667@gmail.com, vyshnavypillai@gmail.com, abibarwin@gmail.com, theckanathagnes@gmail.com, aishwarya.aishu2101@gmail.com, alnadmanjaly10@gmail.com, anjanaragh@gmail.com, aswathysatheeshkumar5@gmail.com, brigitfranciso7@gmail.com, divyabalankhd@gmail.com, julia.koshy@gmail.com, meerasasi11@gmail.com, lamypj666@gmail.com, namithagvr@gmail.com, nayanambenoy@gmail.com, poojakannan80897@gmail.com, rejithaanil@gmail.com, roshnarajeev1997@gmail.com, sidharthharidas1996@gmail.com, srjshine421997@gmail.com, aryaprakash097@gmail.com, jibinlks007@gmail.com, rajalakshmi.raji1999@gmail.com, sajna.sulaiman92@gmail.com, abhishekn4454@gmail.com, adithyan739@gmail.com, aijojohn99@gmail.com, akhilmadhu81@gmail.com, akshayanil16@gmail.com, 07anaghaajayan@gmail.com, anurajendrannp1999@gmail.com, anannyanirmalan@gmail.com, angel1998sunny@gmail.com, anjuanjali22132@gmail.com, ardraprasad1999@gmail.com, Athiravenugopal128@gmail.com, chithu00keloth@gmail.com, gayathriramachandran007@gmail.com, himavijay2@gmail.com, jinsxaviour@gmail.com, joepaulppoulose75940@gmail.com, malavikanm99@gmail.com, mariyaac1999@gmail.com, merlinelsa555@gmail.com, muhammedsajidms369@gmail.com, reshmacmenon19@gmail.com, sandramohan1998@gmail.com, sarathkrishnan367@gmail.com, shilpasreedharan23@gmail.com, shimasunilkumar@gmail.com, lechu4646@gmail.com, srutheeshnaunni@gmail.com, vanikalangara@gmail.com, aiswaryacp2@gmail.com, alee66joseph@gmail.com, angelmariyababulib@gmail.com, jefsonjacob98@gmail.com

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Offer: Computer Consultancy

Ref: TCSL/DT20206668882/Trivandrum

Date: 03/11/2021

Mr. Alvin Benni
Kattakuzhiyil HousePariyapuram,
Near St Mary'S High School,
Perinthalmanna-679321,
Kerala.
Tel# -

Dear Alvin Benni,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206668882

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Alvin Benni
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218158304/Trivandrum

Date: 03/11/2021

Ms. Aneesha K S

Kaipuzha House, West Koratty, Mambra P.O, Thrissur District West Koratty,
Near Fathima Matha Church,
Thrissur-680308,
Kerala.
Tel# 91-9495845934

Dear Aneesha K S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218158304

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Aneesha K S
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218169424/Trivandrum

Date: 03/11/2021

Ms. Aparna Suresh Babu
Kattappilly HouseThuruthoor,
Kallupaalam,
Puthenvelikara-683594,
Kerala.
Tel# 91-9846287090

Dear Aparna Suresh Babu,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218169424

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Aparna Suresh Babu
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218156187/Trivandrum

Date: 03/11/2021

Mr. Dhanush Krishnan
Kaippillil House, Mra-11Rajashree School Road,
Rajashree School,
Aluva-683102,
Kerala.
Tel# 91-9847378387

Dear Dhanush Krishnan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218156187

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi-682 030/India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Dhanush Krishnan
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy
Ref: TCSL/DT20218128550/Trivandrum
Date: 03/11/2021

Ms. Kavya Krishna
PondanathPoolakkaparambu,
Thottakara,
Palakkad-679102,
Kerala.
Tel# 91-8759900620

Dear Kavya Krishna,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20218128550

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Kavya Krishna
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20206843487/Trivandrum

Date: 10/11/2021

Ms. Nisha Benny

Kumbukattu House, Ellimullumplackal P.O, Konni, Pathanamthitta Kumbukattu House, Ellimullumplackal Po,
Konni,
Pathanamthitta-689692,
Kerala.
Tel# 91-8281271150

Dear Nisha Benny,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20206843487

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Nisha Benny
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



sset last name <sset@scmsgroup.org>

Placement officers Wipro II Launch of Elite NTH Hiring FY'22

5 messages

Dr. Brijesh John <brijeshjohn123@gmail.com>

Thu, Sep 23, 2021 at 7:37 PM

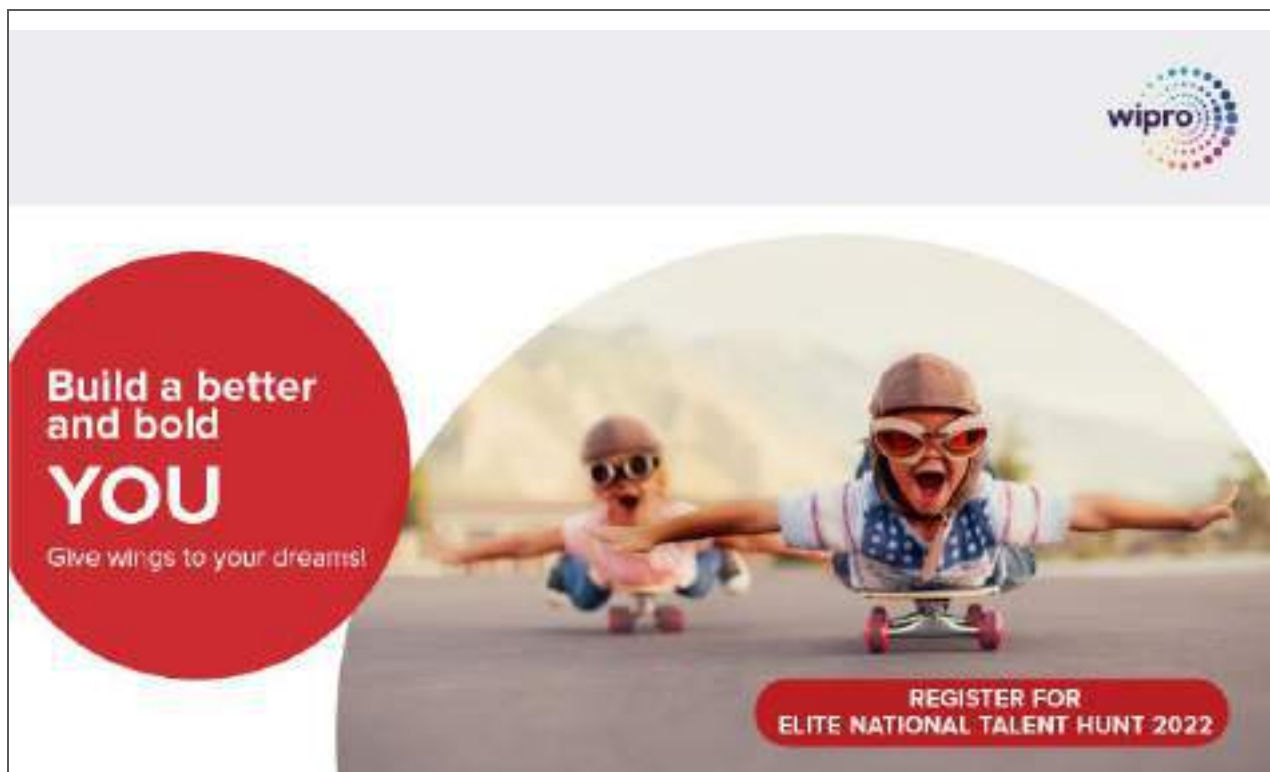
To: placementofficers <placementofficers@googlegroups.com>

FYI

Dr. Brijesh George John
Associate Professor & Head - Corporate Relations
Marian College, Kuttikkanam
Director - Placements, Marian International Institute of Management
Chairman - Placement Officers Kerala Consortium
International Trainer, Career Expert, Author and Social Media Influencer
<https://www.youtube.com/BrijeshGeorgeJohn>
Founder & CEO - www.JobsBrij.com , <https://BrijeshAcademy.com/>
Dy. GM - IPSR Solutions Ltd

Dear Dr Brijesh,

We have scheduled the test for National Talent Hunt between 25th Sep-27th Sep. Candidates will receive the Superset credentials for the assessment on their registered mail id. Kindly cascade this message to all the eligible colleges.

**Launch of ELITE National Talent Hunt Hiring FY'22**

Dear Gopalakrishnan T M,

Greetings from Wipro!

Hope you and your family are healthy and safe.



We are pleased to announce the launch of Wipro **Elite National Talent Hunt FY'22**.

Elite National Talent Hunt 2022 is a fresher's hiring initiative to attract the best of 2022 engineering talent across the country. The objective of this initiative is to enable an equal opportunity for employment to the most deserving engineering talent in India. An enthusiastic engineering candidate should not miss this opportunity to be part of an exciting journey with Wipro!

The massive success of this programme over the last 2 years has driven us to come back with a greater zeal for a greater cause.

The unique differentiator of this model is the equal employment opportunity for any student irrespective of their college. Engineering Graduates across the nation can participate in the Wipro National Talent Hunt. This programme is designed to be easily accessible and is open to Engineering Graduates who are looking forward to establish themselves in the IT industry; all one needs is determination and the attitude to learn.

Please find below the Eligibility Criteria:-

	Key Features & Eligibility criteria
Eligibility	<ul style="list-style-type: none"> 10th Standard – minimum 60% 12th Standard – minimum 60% Graduation 60% or 6.0 CGPA OR Equivalent as per their University Guidelines Only full time education is allowed Correspondence and distance learning courses throughout the academics are not allowed Max of 1 active backlog till the offer stage. Offers will be meted out subject to all backlog clearances
Year of Passing	2022 ONLY (max 3 years of GAP in education allowed from 10th to graduation) No Gaps are allowed in Graduation period. Graduation should be completed within 4 years from the start of the Graduation
Qualification	BE/ B. Tech (Compulsory Degree) 5 Years Integrated M. Tech Branch of Study- All Streams allowed except the following Fashion, Food, Textile and Agriculture, Printing, Pulp Engineering / Technology streams No MBA
Selection Process	 Online Assessment  Business Round
Compensation	INR 3.5 Lakh
Service Agreement	Agreement period is 12 months from the joining date. The candidate will be liable to pay a sum of 75000 INR on pro rata basis if leaves the organization before 1 year for breaching the service agreement.

Registration Link :- <https://app.joinsuperset.com/company/wipro/elite-national-talent-hunt.html>

Online Assessment Date :- 25th September'21- 27th September'21

Last Date for registration :- 15th September'21

#ELITENTHProgramme2022 #WiproCampusHiring2022

Regards,
Global Campus Hiring Team,
Wipro Limited



Regards,

Preety

Wipro Limited |



"Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com"

'The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com'

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You received this message because you are subscribed to the Google Groups "Placementofficers Kerala (CTIPS)" group.
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To view this discussion on the web visit <https://groups.google.com/d/msgid/Placementofficers/CAF-5jbwQFY-1Gjcvj2NhjmULpVOPDbjQhtapaKP62dyd49dhw%40mail.gmail.com>.

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 8:34 PM

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Sep 24, 2021 at 10:07 AM

Madam,

PI forward to all 2022 batch students.

Regards,

Jayanand B
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroseanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusse10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnjr8@gmail.com, ashinoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghananaravikumar108@gmail.com, mjrroth2000@gmail.com, mohamedaslam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihal082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushtam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbaisithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com,

Fri, Sep 24, 2021 at 10:19 AM

abhisheknambiar8589@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavialbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalfay2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmanner@gmail.com, athulsajeew992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijum@gmail.com, christopherthatil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaypnbambar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yaduraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Sep 24, 2021 at 10:19 AM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhi02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanraj@gmail.com, aswathy2000@ieee.org, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvijnoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, niithin150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandanavil@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvsv71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathykljin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavioldavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijithus084@gmail.com, abhiramkv009@gmail.com, abhishekvrbhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfaslu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, stelvingeorge@yahoo.in, vighnesh.satheesan@gmail.com, yadukris1998@gmail.com

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sset last name <sset@scmsgroup.org>

Fwd: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

4 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>
Cc: Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 6:15 PM

----- Forwarded message -----

From: **Preeti Kumari (Human Resources)** <preety.kumari4@wipro.com>

Date: Thu, Sep 23, 2021 at 5:45 PM

Subject: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

To:

Cc: Binoy K (Talent Acquisition) <binoy.k08@wipro.com>, Lavanam Amballa (Human Resources) <lavanam.amballa@wipro.com>

Dear Academic Partners,

Kindly share this mailer to all your eligible students and ask them to register before the deadline.

**Launch of ELITE National Talent Hunt Hiring FY'21**

Dear Academic Partner,

Greetings from Wipro!

Elite National Talent Hunt 2021 (NTH) is a fresher's hiring initiative to attract the best of 2021 engineering talent across the country. The objective of this initiative is to enable an equal opportunity for employment to the most deserving talent from Computer Science, Information Technology & Circuital Engineering streams in India. An enthusiastic engineering candidate should not miss this opportunity to be part of an exciting journey with Wipro!

Eligible candidates can register [HERE](#)

Registration Deadline: 06th October, 2021

Please find below the Eligibility Criteria:-

	Key Features & Eligibility criteria
Eligibility	10th Standard – minimum 60% 12th Standard – minimum 60% Graduation 65% or 6.5 CGPA OR Equivalent as per their University Guidelines
Year of Passing	2021 ONLY
Qualification	BE/ B. Tech (Compulsory Degree)/5 Years Integrated M. Tech Branch of Study- All Streams allowed except the streams from Fashion, Food, Textile and Agriculture. No MBA
Selection Process	Every eligible candidate must go through below online assessment, below details appended for your reference Online Assessment (128 minutes) comprising of 3 sections: <ul style="list-style-type: none"> • Aptitude Test – Logical Ability, Quantitative Ability , English (verbal) Ability. Duration: 48 mins • Written Communication Test – Essay writing. Duration: 20 mins • Online Programming Test – Two programs for coding. Duration: 60 mins • Candidate can chose any one of programming language for coding test: Java, C, C++ or Python It is entirely the responsibility of Wipro to permit/limit the participation of each candidate in the Elite National Talent Hunt 2021 recruitment process. After passing the online tests, candidates will have to go through a Technical Interview and HR Interview .
Compensation	INR 3.5 Lakh
Service Agreement	Agreement period is 12 months from the joining date. The candidate will be liable to pay a sum of 75000 INR on pro rata basis if leaves the organization before 1 year for breaching the service agreement.
Other Criteria	<ul style="list-style-type: none"> • Maximum of 3 years of education gap, if any, is allowed between 10th Standard and Graduation. • Should be from a Full-time Degree course recognized by the Central/State Government of India. • No Part time or Correspondences or Distance learning education in either 10th or 12th or Degree. • No backlogs / Standing arrears allowed. • Candidates who have participated in any selection process held by Wipro in the last six months are not eligible. • Should be an Indian Citizen or should hold a PIO or OCI card, in the event of holding a passport of any other country.

- Bhutan and Nepal Nationals need to submit their citizenship certificate.

All registrations received shall be checked for eligibility as per Wipro Guidelines.

Reservations Parameters and selection procedure belongs solely to the discretion of Wipro. Wipro is not obligated to disclose any information at any stage of the selection process. Wipro also reserves the right to make an initial offer if the provisionally selected candidate does not meet certain conditions, which are a prerequisite for employment. Wipro also reserves the right to be held liable to any candidate if he/she is found to be involved in any illegal activity, for example: misperception, fraud, production of illegal documents, etc.

Wipro will inform candidates about the results of the recruitment by individual e-mails or other means of communication provided by individual candidates.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

If you have any questions/concerns, please contact manager.campus@wipro.com with the subject "Elite NTH 2021" and same will be responded within 3 working days.

Regards,
Global Campus Hiring
Wipro Limited



Regards,

Preety

Campus Lead Wipro

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--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
Series Editor - IEEE Communications Standards Magazine
Technical Editor - Computer Communications Journal, Elsevier
Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

Thu, Sep 23, 2021 at 6:55 PM

To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 7:00 PM

To: SSET <sset@scmsgroup.org>

Madam,

PI forward to 2021 students.

Jayanand B

----- Forwarded message -----

From: **Dr. Varun G Menon** <varunmenon@scmsgroup.org>

Date: Thu, Sep 23, 2021 at 6:15 PM

Subject: Fwd: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

To: SSET <sset@scmsgroup.org>

Cc: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Thu, Sep 23, 2021 at 8:40 PM

To: aswinremeshch1@gmail.com, poojaspisharady@gmail.com, agney.saidas7@gmail.com, ahalyabajju542@gmail.com, ajserktp@gmail.com, akashmayoogham@gmail.com, alentbaburaj145@gmail.com, ajalvin007@gmail.com, anaghakj1999@gmail.com, annjakkara@gmail.com, ardra.souparnika@gmail.com, arjunsuresh1999@gmail.com, ashilkb584@gmail.com, dheeshnamd4u@gmail.com, veeyaestores@gmail.com, hariharanv72@gmail.com, k4krishnanath@gmail.com, maneeshappus@gmail.com, msuhaib010@gmail.com, zaheerceevee@gmail.com, prem.kitchu@gmail.com, kannanth97@gmail.com, abraham28rob@gmail.com, sarathnair30@outlook.com, shilpasekhar99@gmail.com, shimilkeldose05@gmail.com, snehanambiar7120@gmail.com, sohanjames33@gmail.com, brsreerajbr@gmail.com, stenbenny02@gmail.com, vikhneshkrishna@gmail.com, vichu.tycoon007@gmail.com, vinaydeo1999@gmail.com, vinaystephen1@gmail.com, vinilvarghesethecr7@gmail.com, vishnugopidas12@gmail.com, vishnu787vp@gmail.com, dennycjose@gmail.com, amalpod1999@gmail.com, amalposeidon@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, ardraanil@gmail.com, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com, athulyakt69@gmail.com, dilukp1997@gmail.com, geetikagopinath99@gmail.com, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, tejasjc99@gmail.com, jomelthomas007@gmail.com, abishekjose1@gmail.com, akshay007ajith@gmail.com, amaldevmlal4@gmail.com, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anjali99vinod@gmail.com, christinthaanna06@gmail.com, aswinscorpion@gmail.com, aswinshaji1141@gmail.com, atulvenu666@gmail.com, bharathkadungoth@gmail.com, elvintheakkanath@gmail.com, fathimaHussain24@gmail.com, harikrishnamg97@gmail.com, harikrishnanveluthattu@gmail.com, harithababu1998@gmail.com, jayeshmohan0@gmail.com, manulaby1999@gmail.com, rizanmohd234@gmail.com, mohammedawaz222@gmail.com, nakashfz19@gmail.com, rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, sai1079ofz@gmail.com, shibinmadathingal1998@gmail.com, shiyasshamz@gmail.com, shojojohnson18@gmail.com, sreelalm1999@gmail.com, tritinthomas@gmail.com, vishnuabl2@gmail.com, ayeeshwanand@gmail.com, akhiltom1999@gmail.com, amalharidas333@gmail.com, anandpp489@gmail.com, anandakrishnan.indian@gmail.com, anandakrishnankichu123@gmail.com, ananthukodamala@gmail.com, aneeshmenon6658@gmail.com, anelthomas1999@gmail.com, anubhav.s27@gmail.com, aragan.arjund.aryts@gmail.com, aveeshajith23@gmail.com, basiljohn1998@gmail.com, gokulkrishnagkv2@gmail.com, ihsansalim08@gmail.com, joemonct04@gmail.com, madhav.hari.007@gmail.com, jasimpk8@gmail.com, munees9497@gmail.com, nithishnsunil@gmail.com, nikhilnikku528@gmail.com, nivilroybl@gmail.com, prajulmp389@gmail.com, sachinn890@gmail.com, swarajthankan@gmail.com, tinson200tt@gmail.com, antony2525@gmail.com, vishnusajeev3@gmail.com, jesvinoc729@gmail.com, navaneethgspba@gmail.com, basithabdulbasith275072@gmail.com, Abhijith Menon <kannankedaram@gmail.com>, ccabhilash20@gmail.com, adarshprabhakar639@gmail.com, 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gokulsuresh4006@gmail.com, harik9338@gmail.com, hariprasadk665@gmail.com, hrithikkv99@gmail.com, ivansdavis107@gmail.com, jayakrishnanjk1999@gmail.com, 007jeffn013@gmail.com, jerinjose608@gmail.com, jerrinpaul99@gmail.com, jeswinkthomas@gmail.com, jibinrajan902@gmail.com, jithinvroy98@gmail.com, joelf1999@gmail.com, johnloyson99@gmail.com, johnpaulkulangara@gmail.com, kamaljiithpn@gmail.com, kiranj9061@gmail.com, 32kiransanath.ks@gmail.com, krishnajithr44@gmail.com, manusdk22@gmail.com, kurianpaulp007@gmail.com, maheshnair2311@gmail.com, manjithdeepu@gmail.com, mishalshinu@gmail.com, mohammedsharookbn@gmail.com, askaraliurothodi@gmail.com, navaneeth.parakunnath@gmail.com, sabarivishnu99@gmail.com, prathyaksh001@gmail.com, raghavrnair831@gmail.com, raginkrishna59@gmail.com, rahulrj7000@gmail.com, rahulsanjay520003@gmail.com, rk2503421@gmail.com, ram65764@gmail.com, Prranjithmala@gmail.com, risvanp11@gmail.com, rithwikmenon777@gmail.com, rohithbiju99@gmail.com, sabesankannan1999@gmail.com, sachilsanath@gmail.com, saffinjoshi78055@gmail.com, sangeethbabu53@gmail.com, sarangknp@gmail.com, sarathsnair786@gmail.com, sarathrks11@gmail.com, sebinab33@gmail.com, shadinsalmanvk007@gmail.com, sekhar.s.soman@gmail.com, sidharthbabu2255@gmail.com, sidhuidtr16@gmail.com, souravbhaskaran52@gmail.com, sreeharirajankk@gmail.com, sreeharismenon111@gmail.com, sreeharsh28012000@gmail.com, sreeram.dev3@gmail.com, togintom18@gmail.com, varunbalan99@gmail.com, unns7357@gmail.com, vishnuv044@gmail.com, abhijithsreekumar777@gmail.com, abishekvijayakumar@gmail.com, josephadarsh10@gmail.com, aiswaryamenon393@gmail.com, ajalashal68@gmail.com, akshaysuresh549@gmail.com, alanaju1990@gmail.com, alandavidjoseph@gmail.com, amalnelkkara064@gmail.com, sia.venus@gmail.com, amruthakr99@gmail.com, anaghaap1999@gmail.com, anaghasre@gmail.com, kiliboy7810@gmail.com, getanandu716@gmail.com, aneesfahim77@gmail.com, angeleliyajoy31@gmail.com,

anisharemesh@gmail.com, anjalygopan@gmail.com, anshidaca@gmail.com, anushon1999@gmail.com, aparna.koyari@gmail.com, aravindjayan1998@gmail.com, archanavijayan24@gmail.com, ashilaustin99@gmail.com, asifaachukochin@gmail.com, athirasudheer4@gmail.com, boneyjosetitus@gmail.com, chandanapg7181@gmail.com, danipaulmanjaly23@gmail.com, devadarshan1998@gmail.com, dinumolambadan1999@gmail.com, divyashibu100@gmail.com, diyashaji2@gmail.com, fathima3331998@gmail.com, fathimasalwa8@gmail.com, femifawa111@gmail.com, gayathriputhumana98@gmail.com, george.sijin@gmail.com, hariz00781@gmail.com, hayamajeed02@gmail.com, himasudarsanan@gmail.com, jisnajarajan99@gmail.com, kavyanil999@gmail.com, kavyajose459@gmail.com, lakshmanta99@gmail.com, mahimabkc@gmail.com, mahin.abu.17@gmail.com, maryjisnavarghese912@gmail.com, rifanarifz06@gmail.com, meenakshy33@gmail.com, meghaskmr@gmail.com, afthabudeen@gmail.com, saheelibnuali717@gmail.com, ashkarmonu12345@gmail.com, speak2nandu@gmail.com, naveenmgd333@gmail.com, nikhilvenugopal11@gmail.com, karipodynishanth@gmail.com, parthanhappy@gmail.com, asnap89@gmail.com, rahulpaliath1123@gmail.com, ashrawi196@gmail.com, rinufrancisfn@gmail.com, rishabmunna@gmail.com, rony.georgeroy@gmail.com, sagarianoop98@gmail.com, sageerrashid1@gmail.com, sajidnasad@gmail.com, salah4444salah@gmail.com, sandhravs2@gmail.com, sanjubyju2017@gmail.com, saranyasarathp@gmail.com, saranya8921@gmail.com, sharathlak98@gmail.com, shaheel2412@gmail.com, shahilm1@gmail.com, sharonreji1999@gmail.com, shifae11@gmail.com, shifanasrinks@gmail.com, shyam4aspire@gmail.com, nandakishornair17@gmail.com, ksonajose@gmail.com, sksreyaskrishna2@gmail.com, sruthi.lakshmi0012@gmail.com, supriyababu16@gmail.com, theerthanadakkavu@gmail.com, thomasbenny121@gmail.com, veenabinu150@gmail.com, vigneshpsuresh@gmail.com, vipin26vn@gmail.com, vishnugnath98@gmail.com, vivekpalari98@gmail.com, vyshnav s <vyshnavwe@gmail.com>

----- Forwarded message -----

From: **Jayanand B** <jayanand@scmsgroup.org>

Date: Thursday, September 23, 2021

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

2 messages

Nisha Benny <nishabcalcutta@gmail.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Fri, Nov 12, 2021 at 2:20 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2ja5y-be5b253ce1@talent.icims.com>

Date: Fri, Nov 12, 2021, 11:40 AM

Subject: Wipro Campus Update_LOI

To: <nishabcalcutta@gmail.com>

November 12, 2021

Dear Nisha Benny ,
Resume Number - 23071198

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

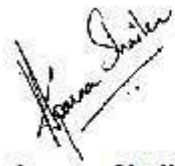
COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to nishabcalcutta@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=53C423071198&contactId=14265054>

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SSET <sset@scmsgroup.org>

Fri, Nov 12, 2021 at 2:44 PM

To: Nisha Benny <nishabcalcutta@gmail.com>

Dear Nisha,
Congratulations
Thank you
Placement cell
SSET

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

2 messages

Pranav Rk <pranavraki@gmail.com>
To: SSET <sset@scmsgroup.org>

Tue, Nov 16, 2021 at 7:40 AM

Hi,
I'm forwarding the offer letter I've received from wipro below.

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2j9m7-e21c5876cc@talent.icims.com>
Date: Fri, 12 Nov 2021, 11:33 am
Subject: Wipro Campus Update_LOI
To: <pranavraki@gmail.com>

November 12, 2021

Dear Pranav Ramakrishnan ,
Resume Number - 23070494

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

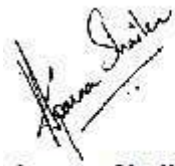
COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to pranavraki@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=4C6E23070494&contactId=14265054>

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SSET <sset@scmsgroup.org>
To: Pranav Rk <pranavraki@gmail.com>

Mon, Nov 15, 2021 at 3:42 PM

thank you pranav
placements
sset

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Hexaware Technologies Ltd. || GET hiring 2022 Batch

2 messages

Jayanand B <jayanand@scmsgroup.org>

Sat, Nov 6, 2021 at 8:38 AM

To: SSET <sset@scmsgroup.org>, Lakshmi Mahesh <lakshmimahesh@scmsgroup.org>

Madam,

Please forward to 2022 CS, EC and EE as well as MCA students with a reminder that they can apply for jobs only until they get two offers.

Regards,

Jayanand B

----- Forwarded message -----

From: **Rizwana Razak** <RizwanaR@hexaware.com>

Date: Fri, Nov 5, 2021 at 11:35 AM

Subject: Hexaware Technologies Ltd. || GET hiring 2022 Batch

To:

Cc: Sougata Sen <SougataS@hexaware.com>, Avinash Talreja <AvinashT2@hexaware.com>

Dear Team,

Greetings from Hexaware Technologies!

We are happy to inform you that Hexaware Technologies has commenced its 2022 campus Hiring season for Graduate Engineer trainees. In this connection, we are interested to hire talented young minds from your prestigious institution under **GET category**.

This will be a Virtual Hiring Process and will require a minimum of 3-4 consecutive working days to complete. **Please ensure the students have a good digital infrastructure (preferably a camera enabled laptop, good quality headphones with a good internet bandwidth) to avoid any delay / discomfort throughout the process.**

As per our telephonic conversation, we can conduct the online assessments on **13th Nov**.

This year we are using the platform **Superset** for conducting the drives. Students can start applying on Superset using the below link:

<https://app.joinsuperset.com/company/hexaware/> (**Application Deadline- 10th Nov**)

Please inform the students to apply for the **GET** profile.

Our Eligibility Criteria:

1. **Degree:** B.E /B. Tech/MCA
M.E / M. Tech Not eligible
2. **Streams:** CSE/IT/ECE/EEE/ETC/EIE/ICE and allied branches are eligible to apply.

No Post graduate courses are eligible apart from MCA

3. **Percentage:** 60% or 6 CGPA throughout 10th, 12th and Graduation/Post graduation (MCA).
4. **YOP:** 2022
5. **No Active Backlogs**
6. **CTC** to be offered – 4 LPA (Stipend – 15000 INR per month during the training period)
7. **2 Years'** Service Agreement

8. **Training Location: Chennai** (Post training posting locations basis business requirements shall be Chennai, Pune, Mumbai)

9. Candidates having an education gap of more than one year between the courses/ break or detained in their graduation will not be eligible.

Our Selection Process:

Interview Process	Duration
<u>Round 1:</u> Online Aptitude Test (30 mins) + Tech Domain Test (45 mins)	75 Min
<u>Round 2:</u> Communication Test	60 Min
<u>Round 3:</u> Technical Interview 1	30 Min
<u>Round 4:</u> HR Discussion	30 Min

* Please note that all rounds are elimination rounds. The above Interview process may change w.r.t organization needs.

Warm Regards,

Rizwana Razak

Management Trainee

Campus Recruitment

Mob No: 8296488189



Unbox Your Potential



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JD for GET.pdf
167K

SSET <sset@scmsgroup.org>

Sat, Nov 6, 2021 at 9:13 AM

To: abhishekn4454@gmail.com, adithyan739@gmail.com, aijojohn99@gmail.com, akhilmadhu81@gmail.com, akshayanil16@gmail.com, 07anaghaajayan@gmail.com, anurajendrannp1999@gmail.com, anannyanirmalan@gmail.com, angel1998sunny@gmail.com, anjuanjali22132@gmail.com, ardraprasad1999@gmail.com, Athiravenugopal128@gmail.com, chithu00keloth@gmail.com, gayathriramachandran007@gmail.com, himavijay2@gmail.com, jinsxaviour@gmail.com, joepaulppoullose75940@gmail.com, malavikanm99@gmail.com,

mariyaac1999@gmail.com, merlinelsa555@gmail.com, muhammedsajidms369@gmail.com, reshmacmenon19@gmail.com, sandramohan1998@gmail.com, sarathkrishnan367@gmail.com, shilpasreedharan23@gmail.com, shimasunilkumar@gmail.com, lechu4646@gmail.com, srutheeshnaunni@gmail.com, vanikalangara@gmail.com, aiswaryacp2@gmail.com, alee66joseph@gmail.com, angelmariyababulib@gmail.com, jefsonjacob98@gmail.com, akhilpaulson500@gmail.com, Alvin Benni <alvinbenni24@gmail.com>, amithav2000@gmail.com, Aneesha ks <aneeshaks20@gmail.com>, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, Dhanush Krishnan <dhanushkrishnan10@gmail.com>, jeslinmerin@gmail.com, Kavya Krishna <kavya.k10072000@gmail.com>, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, Ansan Simon <ansanksimon@gmail.com>, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, abhijithkrishnaer15@gmail.com, Abhinaya Menon <abhinaya1@ieee.org>, Abhirami C A <abhianil032@gmail.com>, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, Amal A <antonyamal635@gmail.com>, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathy2000@ieee.org, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, merinmarysabu11@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohitv19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

[Quoted text hidden]

Jayanand B

[Quoted text hidden]

[Quoted text hidden]



Unbox Your Potential



[Quoted text hidden]



JD for GET.pdf
167K



sset last name <sset@scmsgroup.org>

Fwd: Hexaware Technologies || GET Selects 2022 Batch || SCMS School of Engineering and Technology

2 messages

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: **Rizwana Razak** <RizwanaR@hexaware.com>
Date: Wed, Nov 17, 2021 at 8:49 PM
Subject: Hexaware Technologies || GET Selects 2022 Batch || SCMS School of Engineering and Technology
To: jayanand@scmsgroup.org <jayanand@scmsgroup.org>
Cc: Sougata Sen <SougataS@hexaware.com>, Avinash Talreja <AvinashT2@hexaware.com>

Dear Team,

Greetings from Hexaware Technologies!

Congratulations! We are delighted to inform you that below students from your institute have been selected in our **GET - Virtual campus recruitment process – 2022**.

FirstName	MailID	PhoneNumber	University/ CollegeRegistrationID	U.G.Degree (B.E/B.Tech)	U.G.Degree Stream	
John Joy K	johnjoy8656@gmail.com	8086781946	SCM18CS040	B.Tech	CSE	S.
Diya Jolly	diyajolly29072000@gmail.com	9567954779	SCM18CS026	B.Tech	CSE	S.
ROHITH VR	rohithvr19@gmail.com	6282972164	SCS/8201/18	B.Tech	CSE	S.
ATHIRA VENUGOPAL	Athiravenugopal128@gmail.com	9447527166	SCM20MCA-2012	MCA (2 Year)	CA	S.
Jeslin Merin Sajeev	jeslinmerin@gmail.com	9496886028	SEC/8071/18 (COLLEGE ADMISSION NUMBER)	B.Tech	ECE	S.

Note : Multiple interviews are pending. Selects from those interviews will be notified at a later stage accordingly

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – G

Further details on their Letter of Intent will be shared subsequently.

PS: Candidates who are meeting the eligibility for upgrading their offers to the role of **Premier Graduate Engineer Trainee - PGET (CTC - 6 LPA)** will be contacted and upon their inter selection process for **PGET (Coding round + Additional Tech / MC Interviews)**.

Please note that if the candidate who chooses to appear for Upgradation to PGET fails to clear the same, he/she will continue to hold the GET offer

Warm Regards,

Rizwana Razak

Management Trainee

Campus Recruitment

Mob No: 8296488189



Unbox Your Potential



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Please notify the sender immediately and destroy all copies of this message along with all attachments thereto.

SSET <sset@scmsgroup.org>

Thu, Nov 18, 2021 at 9:41 AM

To: johnjoy8656@gmail.com, Diya Jolly <diyajolly29072000@gmail.com>, Rohith VR <rohithvr19@gmail.com>, Athiravenugopal128@gmail.com, jeslinmerin@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

Dear Students,

Congrats!!

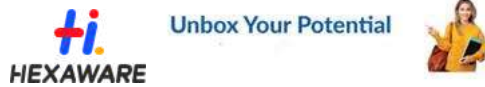
You all have done it.

Thanks
Placement cell
SSET

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]



[Quoted text hidden]



sset last name <sset@scmsgroup.org>

UST Technical Interview-3rd Dec ' 21

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Dec 7, 2021 at

----- Forwarded message -----

From: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>

Date: Tue, Dec 7, 2021 at 11:11 AM

Subject: RE: UST Technical Interview-3rd Dec ' 21

To: Jayanand B <jayanand@scmsgroup.org>

Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>, Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>

Hi Sir,

Please find the below final feedbacks of candidate who attended the interview on 3rd Dec.

Requesting you to kindly block the selected candidates for us.

CID	Candidate Name	Mobile	Email	College	Date	Status
26675950	Sahala V.H	+91 9895289635	sahala007@gmail.com	SCMS	3-Dec-21	Reschedule
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	Reschedule
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	Select
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	Select
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	Select
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	Select
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	Select
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	Select
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	Reject
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	Reschedule
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	Select
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	Reject
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	Select
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	Select
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	Reject
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	Reject
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	Reject

Thanks,

Neethu

9288450759

On Thu, Dec 2, 2021 at 1:20 PM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

Please find the below updated schedules for tomorrow.

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26669941	Rajalakshmi V	+91 8281538729	raj1999v@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560

Thanks,
Neethu
9288450759

From: SSET <sset@scmsgroup.org>
Sent: Thursday, December 2, 2021 12:12 PM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>; Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>; Jayanand B <jayanand@scmsgroup.org>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

The students are ready for the interviews and as of now no one has informed us about any inconvenience to attend the same.

Please find the listed of selected candidates below with their names showcased in **BOLD** who are the ones with no offers in hand.

Thanks and regards

Prof. Jayanand B

On Thu, Dec 2, 2021 at 11:44 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

As discussed, please find below the technical interview scheduled on 3rd Dec 2021 . Please note the below mentioned points.

1. Technical interviews are conducted via zoom session and candidates are required to use a laptop for attending the interview
2. Candidates should attempt the interview from a well illuminated and quiet place
3. They should use a steady internet connection (wired / cable internet connection) preferred in order to have steady connection (minimum recommended speed: 2 MBPS)
4. Candidates should have a soft copy of their individual resumes with them and the same should be shared to the interview panelist via zoom session (file sharing in zoom o screen sharing)
5. Candidates also should be available in phone during the entire duration of interview (in case we need to reach them over phone)
6. Candidate should hold any of the Govt ID proof before the interview for verification.

P.S Please let us know if any of the below candidate is unable to attend the interview by today 1.00 PM

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26680752	Rohit Bineesh	+91 9539249077	rohitbineesh007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26686135	Jagan Venugopal	+91 9188533403	jaganvenugopal5@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26680343	Dhilna K M	+91 9446172475	dhilnamathews@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26673229	Kavya Krishna	+91 6238855227	kavya.k10072000@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26660968	Neeraj Sagar	+91 9961955794	neerajsagar1998@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26671841	Nisha Benny	+91 9072465037	nishabcalcutta@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26665241	Sherin K Aby	+91 7025268725	sherinkabyv72@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26680837	Abhirami C A	+91 9633206607	abhiani032@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26682280	Silpa P T	+91 9539523829	silpapt2015@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26683835	Rachna Mathews	+91 9995723850	rachnamathews6@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26651875	P John Zachariah	+91 7356489562	johandanavil@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26650148	Sanjana Varghese	+91 9447978843	sanjanavarghese47120@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26680899	John Joy K	+91 8086781946	johnjoy8656@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26653028	K.S. Kannaki Natsenet	+91 7012658369	kannakinatsenet@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26648265	Joshvvin Joshy	+91 9495243883	joshvvinjoshy@gmail.com	SCMS	3-Dec-21	6.00 PM	6.30 PM	https://ust-global.zoom.us/j/	608560

								95820504513	
26674997	Swetha J S	+91 6282527502	swethajs29@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94735039179	263497
26682808	Nimisha Kuriachan	+91 8281661197	nimishakuriachan@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/93362043896	015343
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/93362043896	015343
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/92593534285	528989
26675651	Raheela N.A.	+91 8547203079	raheela1822@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/92593534285	528989
26681548	Abhinaya A Menon	+91 9895601019	abhinaya1@ieee.org	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/97488615213	192289
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/99139113341	450176
26677146	Aswathy Rajan	+91 8078794268	aswathypm@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/99139113341	450176
26657484	Sona Davis	+91 9188701434	sonadv71@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/95346585709	742112
26678314	Vaibhav Nair	+91 7358766296	vaibhavnair008@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/98414910534	710641
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26680773	Anita Martin	+91 7034989044	anitamartin0811@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/98414910534	710641
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/93380878471	969868
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/93380878471	969868
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26661887	Agheel Kareem	+91 8281625846	agheelnk@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/99131897137	529961
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26680935	Diya Jolly	+91 9567954779	diyajolly29072000@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99131897137	529961
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99840286765	180834
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26684136	Gayathri S	+91 9846958548	gayathrinishakp@ieee.org	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/95742446328	917664
26660494	Amal A	+91 7994155274	antonyamal635@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/98226486504	941462
26644209	Athira Venugopal	+91 9447527166	Athiravenugopal128@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/98226486504	941462
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/91983293742	818481

Regards,

Neethu Dinaraj

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sset last name <sset@scmsgroup.org>

UST Technical Interview-3rd Dec ' 21

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 17, 2022 at

----- Forwarded message -----

From: **Neethu Dinaraj(UST,IN)** <Neethu.Dinaraj@ust.com>
Date: Thu, Dec 16, 2021 at 10:37 AM
Subject: RE: UST Technical Interview-3rd Dec ' 21
To: Jayanand B <jayanand@scmsgroup.org>

Hi Sir,

PFB feedback of rescheduled cases.

CID	Candidate Name	Mobile	Email	College	Date	Status
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	14-Dec-21	Select

Thanks,

Neethu

9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Tuesday, December 14, 2021 9:23 AM
To: 'Jayanand B' <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Pls find the final feedback of rescheduled interviews.

CID	Candidate Name	Mobile	Email	College	Date	Status
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	10-Dec-21	Select
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	10-Dec-21	Select

Thanks,

Neethu

9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Monday, December 6, 2021 11:54 AM
To: Jayanand B <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Sure, we will get back with the updates.

Thanks,

Neethu

9288450759

From: Jayanand B <jayanand@scmsgroup.org>
Sent: Monday, December 6, 2021 11:44 AM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

Thank you very much for your consent in arranging a separate interview for our students who are already placed, but given the consent that they would join only UST, if selected. The two students who gave consents are

1. Gracius Baby (CID : 26675825) and
2. Akhil Paulson (CID : 26684072).

We will be grateful if these students are also interviewed.

Regards,

Jayanand B,

Placement in Charge,

SCMS School of Engineering and Technology,

Ernakulam.

On Thu, Dec 2, 2021 at 1:20 PM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

Please find the below updated schedules for tomorrow.

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213

26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560

Thanks,

Neethu

9288450759

From: SSET <sset@scmsgroup.org>

Sent: Thursday, December 2, 2021 12:12 PM

To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>

Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>; Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>; Jayanand B <jayanand@scmsgroup.org>

Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

The students are ready for the interviews and as of now no one has informed us about any inconvenience to attend the same.

Please find the listed of selected candidates below with their names showcased in BOLD who are the ones with no offers in hand.

Thanks and regards

Prof. Jayanand B

On Thu, Dec 2, 2021 at 11:44 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

As discussed, please find below the technical interview scheduled on 3rd Dec 2021 . Please note the below mentioned points.

1. Technical interviews are conducted via zoom session and candidates are required to use a laptop for attending the interview
2. Candidates should attempt the interview from a well illuminated and quiet place
3. They should use a steady internet connection (wired / cable internet connection) preferred in order to have steady connection (minimum recommended speed: 2 MBPS)
4. Candidates should have a soft copy of their individual resumes with them and the same should be shared to the interview panelist via zoom session (file sharing in zoom o screen sharing)
5. Candidates also should be available in phone during the entire duration of interview (in case we need to reach them over phone)
6. Candidate should hold any of the Govt ID proof before the interview for verification.

P.S Please let us know if any of the below candidate is unable to attend the interview by today 1.00 PM

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26680752	Rohit Bineesh	+91 9539249077	rohitbineesh007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26686135	Jagan Venugopal	+91 9188533403	jaganvenugopal5@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26680343	Dhilna K M	+91 9446172475	dhilnamathews@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26673229	Kavya Krishna	+91 6238855227	kavya.k10072000@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26660968	Neeraj Sagar	+91 9961955794	neerajsagar1998@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213

26671841	Nisha Benny	+91 9072465037	nishabcalcutta@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26665241	Sherin K Aby	+91 7025268725	sherinkabyv72@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26680837	Abhirami C A	+91 9633206607	abhianiil032@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26682280	Silpa P T	+91 9539523829	silpapt2015@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26683835	Rachna Mathews	+91 9995723850	rachnamathews6@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26651875	P John Zachariah	+91 7356489562	johandanavil@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26650148	Sanjana Varghese	+91 9447978843	sanjanavarghese47120@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26680899	John Joy K	+91 8086781946	johnjoy8656@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26653028	K.S. Kannaki Natsenet	+91 7012658369	kannakinatsenet@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26648265	Joshvvin Joshy	+91 9495243883	joshvvinjoshy@gmail.com	SCMS	3-Dec-21	6.00 PM	6.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26674997	Swetha J S	+91 6282527502	swethajs29@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94735039179	263497
26682808	Nimisha Kuriachan	+91 8281661197	nimishakuriachan@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/93362043896	015343
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/93362043896	015343
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/92593534285	528989
26675651	Raheela N.A.	+91 8547203079	raheela1822@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/92593534285	528989
26681548	Abhinaya A Menon	+91 9895601019	abhinaya1@ieee.org	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/97488615213	192289
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/99139113341	450176
26677146	Aswathy Rajan	+91 8078794268	aswathypm@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/99139113341	450176
26657484	Sona Davis	+91 9188701434	sonadvs71@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/95346585709	742112
26678314	Vaibhav Nair	+91 7358766296	vaibhavnair008@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/98414910534	710641
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26680773	Anita Martin	+91 7034989044	anitamartin0811@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/98414910534	710641
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/	710641

								98414910534	
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/93380878471	969868
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/93380878471	969868
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26661887	Agheel Kareem	+91 8281625846	agheelnk@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/99131897137	529961
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26680935	Diya Jolly	+91 9567954779	diyajolly29072000@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99131897137	529961
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99840286765	180834
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26684136	Gayathri S	+91 9846958548	gayathrinishakp@ieee.org	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/95742446328	917664
26660494	Amal A	+91 7994155274	antonyamal635@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/98226486504	941462
26644209	Athira Venugopal	+91 9447527166	Athiravenugopal128@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/98226486504	941462
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/91983293742	818481

Regards,

Neethu Dinaraj

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sset last name <sset@scmsgroup.org>

UST Technical Interview-3rd Dec ' 21

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 17, 2022

----- Forwarded message -----

From: **Neethu Dinaraj(UST,IN)** <Neethu.Dinaraj@ust.com>
Date: Fri, Dec 17, 2021 at 11:51 AM
Subject: RE: UST Technical Interview-3rd Dec ' 21
To: Jayanand B <jayanand@scmsgroup.org>

Hi Sir,

PFB feedback of rescheduled cases.

26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	16-Dec-21	Select
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	16-Dec-21	Reject

Thanks,

Neethu

9288450759

From: Jayanand B <jayanand@scmsgroup.org>
Sent: Thursday, December 16, 2021 12:34 PM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Madam,

Thank you very much for the update.

Regards,

Jayanand B

On Thu, Dec 16, 2021 at 10:37 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

PFB feedback of rescheduled cases.

CID	Candidate Name	Mobile	Email	College	Date	Status
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	14-Dec-21	Select

Thanks,

Neethu

9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Tuesday, December 14, 2021 9:23 AM
To: 'Jayanand B' <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Pls find the final feedback of rescheduled interviews.

CID	Candidate Name	Mobile	Email	College	Date	Status
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	10-Dec-21	Select
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	10-Dec-21	Select

Thanks,
Neethu
9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Monday, December 6, 2021 11:54 AM
To: Jayanand B <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Sure, we will get back with the updates.

Thanks,
Neethu
9288450759

From: Jayanand B <jayanand@scmsgroup.org>
Sent: Monday, December 6, 2021 11:44 AM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

Thank you very much for your consent in arranging a separate interview for our students who are already placed, but given the consent that they would join only UST, if selected. The students who gave consents are

1. Gracius Baby (CID : 26675825) and
2. Akhil Paulson (CID : 26684072).

We will be grateful if these students are also interviewed.

Regards,

Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Ernakulam.

On Thu, Dec 2, 2021 at 1:20 PM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

Please find the below updated schedules for tomorrow.

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom F
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560

Thanks,

Neethu

9288450759

From: SSET <sset@scmsgroup.org>
Sent: Thursday, December 2, 2021 12:12 PM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>; Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>; Jayanand B <jayanand@scmsgroup.org>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

The students are ready for the interviews and as of now no one has informed us about any inconvenience to attend the same.

Please find the listed of selected candidates below with their names showcased in BOLD who are the ones with no offers in hand.

Thanks and regards

Prof. Jayanand B

On Thu, Dec 2, 2021 at 11:44 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

As discussed, please find below the technical interview scheduled on 3rd Dec 2021 . Please note the below mentioned points.

1. Technical interviews are conducted via zoom session and candidates are required to use a laptop for attending the interview
2. Candidates should attempt the interview from a well illuminated and quiet place
3. They should use a steady internet connection (wired / cable internet connection) preferred in order to have steady connection (minimum recommended speed: 2 MBPS)
4. Candidates should have a soft copy of their individual resumes with them and the same should be shared to the interview panelist via zoom session (file sharing in zoom screen sharing)
5. Candidates also should be available in phone during the entire duration of interview (in case we need to reach them over phone)
6. Candidate should hold any of the Govt ID proof before the interview for verification.

P.S Please let us know if any of the below candidate is unable to attend the interview by today 1.00 PM

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom F
26680752	Rohit Bineesh	+91 9539249077	rohitbineesh007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26686135	Jagan Venugopal	+91 9188533403	jaganvenugopal5@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26680343	Dhilna K M	+91 9446172475	dhilnamathews@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26673229	Kavya Krishna	+91 6238855227	kavya.k10072000@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26660968	Neeraj Sagar	+91 9961955794	neerajsagar1998@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26671841	Nisha Benny	+91 9072465037	nishabcalcutta@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26665241	Sherin K Aby	+91 7025268725	shrinkabyv72@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26680837	Abhirami C A	+91 9633206607	abhiani032@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26682280	Silpa P T	+91 9539523829	silpapt2015@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26683835	Rachna Mathews	+91 9995723850	rachnamathews6@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26651875	P John Zachariah	+91 7356489562	johandanavil@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26650148	Sanjana Varghese	+91 9447978843	sanjanavarghese47120@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26680899	John Joy K	+91 8086781946	johnjoy8656@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26653028	K.S. Kannaki Natsenet	+91 7012658369	kannakinatsenet@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26648265	Joshvvin Joshy	+91 9495243883	joshvvinjoshy@gmail.com	SCMS	3-Dec-21	6.00 PM	6.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26674997	Swetha J S	+91 6282527502	swethajs29@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/	263497

								94735039179	
26682808	Nimisha Kuriachan	+91 8281661197	nimishakuriachan@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/93362043896	015343
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/93362043896	015343
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/92593534285	528989
26675651	Raheela N.A.	+91 8547203079	raheela1822@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/92593534285	528989
26681548	Abhinaya A Menon	+91 9895601019	abhinaya1@ieee.org	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/97488615213	192289
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/99139113341	450176
26677146	Aswathy Rajan	+91 8078794268	aswathyprn@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/99139113341	450176
26657484	Sona Davis	+91 9188701434	sonadvs71@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/95346585709	742112
26678314	Vaibhav Nair	+91 7358766296	vaibhavnair008@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/98414910534	710641
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26680773	Anita Martin	+91 7034989044	anitamartin0811@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/98414910534	710641
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/93380878471	969866
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/93380878471	969866
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26661887	Agheel Kareem	+91 8281625846	agheelnk@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/99131897137	529961
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26680935	Diya Jolly	+91 9567954779	diyajolly29072000@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99131897137	529961
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99840286765	180834
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26684136	Gayathri S	+91 9846958548	gayathrinishakp@ieee.org	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/95742446328	917664
26660494	Amal A	+91 7994155274	antonyamal635@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/98226486504	941462
26644209	Athira Venugopal	+91 9447527166	Athiravenugopal128@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/98226486504	941462
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/91983293742	818481

Regards,

Neethu Dinaraj

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sset last name <sset@scmsgroup.org>

Invitation to participate in Infosys Campus Recruitment Program for 2021-22

5 messages

Abraham Ettumanookaran <abraham.e@infosys.com>

Fri, Aug 27, 2021 at 10:53 AM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>



Dear Professor,

Greetings from Infosys! Hope you and your loved ones are doing well.

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,600+ clients in more than 50 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,65,000+ employees makes this happen.

We have a [signature strategy](#) to help our employees move forward by inspiring them to build technology solutions for the future, making sure their career never stands still, and navigating further together.

We are keen to partner with your institute for the **Infosys Campus Recruitment Program 2021-22**. Engineering students from the 2022 batch will be hired for the role of **Systems Engineer** through this program.

The Systems Engineer role at Infosys requires expertise in core skills for the IT industry to design and develop standalone applications and provide application support. Systems Engineers are deployed across the business units of Infosys to manage legacy applications by focusing on programming languages and building system capabilities, user interfaces, and transactional services. The compensation for this role is INR 3.6 lakhs per annum.

Infosys Campus Recruitment Program will be conducted in a phased manner comprising of **Infosys online test and virtual interview**. Candidates who clear the Infosys online test will proceed to the interview round. Details of the online test are:

Total test duration – 100 minutes

Section	Skill tested	Number of questions	Time allocated
Section I	Reasoning Ability	15	25 minutes
Section II	Mathematical Ability	10	35 minutes
Section III	Verbal Ability	20	20 minutes
Section IV	Pseudocode	5	10 minutes
Section V	Puzzle Solving	4	10 minutes

Eligibility criteria for the program has been attached to this mail.

Kindly nominate eligible students from your institute by sharing their details in the attached 'Student Data Sheet' latest by Tuesday, August 31, 2021. Please note, our processes are system-driven hence, we will not be able to take in nominations after the last date.

In case of any queries, please feel free to contact me.



We look forward to a successful partnership with your institute.

Best regards,

Abraham John
Talent Acquisition
Infosys Limited

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2 attachments



-  **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K
-  **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Fri, Aug 27, 2021 at 11:00 AM

[Quoted text hidden]

2 attachments

-  **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K
-  **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>

Sat, Aug 28, 2021 at 2:34 PM

To: abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroseanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusel10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunjr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghanaaravikumar108@gmail.com, mjrohith2000@gmail.com, mohamedaslamlam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, niha1082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesaroxx@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiraamshuja123@gmail.com, abhiroopchandran2000@gmail.com, abhisheknambiar8589@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavieralbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalrafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmanjari@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijum@gmail.com, christopherthattil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, sreegautham129@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, riithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaypnambiar2@gmail.com, mailsanajusu@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhshivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yaduraj7@gmail.com, angelljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com,

anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavaya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahala007@gmail.com, sssavi david2000@gmail.com, steevermarkose@gmail.com, vishnum241999@gmail.com

Dear students,

A spreadsheet will be shared following this mail wherein the details asked for needs to be filled. A kind request to take advantage of this placement drive as it is a prestigious one. The on boarding is also done immediately after the final 8th semester examinations.

Thanks and best of luck.

Placement cell.

----- Forwarded message -----

From: **Abraham Ettumanookaran** <abraham.e@infosys.com>

Date: Friday, August 27, 2021


Subject: Invitation to participate in Infosys Campus Recruitment Program for 2021-22

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>

[Quoted text hidden]

2 attachments

 **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K

 **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>

Sat, Aug 28, 2021 at 2:38 PM

To: "abhijithkrishnaer15@gmail.com" <abhijithkrishnaer15@gmail.com>, "abhinaya1@ieee.org" <abhinaya1@ieee.org>, "abhianil032@gmail.com" <abhianil032@gmail.com>, "rajanabhishek121@gmail.com" <rajanabhishek121@gmail.com>, "agheelnk@gmail.com" <agheelnk@gmail.com>, "shradhakhil02@gmail.com" <shradhakhil02@gmail.com>, "akshairk658@gmail.com" <akshairk658@gmail.com>, "akshayshilesh22@gmail.com" <akshayshilesh22@gmail.com>, "akshayviswam99@gmail.com" <akshayviswam99@gmail.com>, "antonyamal635@gmail.com" <antonyamal635@gmail.com>, "amalhafiz123@gmail.com" <amalhafiz123@gmail.com>, "samarnath9846@gmail.com" <samarnath9846@gmail.com>, "aminshafiq14@gmail.com" <aminshafiq14@gmail.com>, "anandhuks109@gmail.com" <anandhuks109@gmail.com>, "maryjandria@gmail.com" <maryjandria@gmail.com>, "anitamartin0811@gmail.com" <anitamartin0811@gmail.com>, "anupoly101@gmail.com" <anupoly101@gmail.com>, "aparnarang98@gmail.com" <aparnarang98@gmail.com>, "arjuns62709@gmail.com" <arjuns62709@gmail.com>, "aryancraj@gmail.com" <aryancraj@gmail.com>, "aswathy2000@ieee.org" <aswathy2000@ieee.org>, "bhavyajinaraj@gmail.com" <bhavyajinaraj@gmail.com>, "davisdaniel@gmail.com" <davisdaniel@gmail.com>, "dhilnamathews@gmail.com" <dhilnamathews@gmail.com>, "dhichu25@gmail.com" <dhichu25@gmail.com>, "diyajolly29072000@gmail.com" <diyajolly29072000@gmail.com>, "elvisthomas122@gmail.com" <elvisthomas122@gmail.com>, "fahimfathima12@gmail.com" <fahimfathima12@gmail.com>, "fasnahpanakkal@gmail.com" <fasnahpanakkal@gmail.com>, "fazaljabbar123100@gmail.com" <fazaljabbar123100@gmail.com>, "gautham.salim.16@gmail.com" <gautham.salim.16@gmail.com>, "gayathrinishakp@ieee.org" <gayathrinishakp@ieee.org>, "sreegayati@gmail.com" <sreegayati@gmail.com>, "gloryelias1999@gmail.com" <gloryelias1999@gmail.com>, "gracious932@gmail.com" <gracious932@gmail.com>, "harigovinds2000@gmail.com" <harigovinds2000@gmail.com>, "jacobbosy@gmail.com" <jacobbosy@gmail.com>, "madhavvenugopal1@gmail.com" <madhavvenugopal1@gmail.com>, "jithinkv2000@gmail.com" <jithinkv2000@gmail.com>, "johnjoy8656@gmail.com" <johnjoy8656@gmail.com>, "joshvvinjoshi@gmail.com" <joshvvinjoshi@gmail.com>, "kannakinatsenet@gmail.com" <kannakinatsenet@gmail.com>, "meeranandanam99@gmail.com" <meeranandanam99@gmail.com>, "merinmarysabu11@gmail.com" <merinmarysabu11@gmail.com>, "m.yasee33@gmail.com" <m.yasee33@gmail.com>, "mohammedfayaz132676@gmail.com" <mohammedfayaz132676@gmail.com>, "neerajmallisseri@gmail.com" <neerajmallisseri@gmail.com>, "neerajsagar1998@gmail.com" <neerajsagar1998@gmail.com>, "nimishakuriachan@gmail.com" <nimishakuriachan@gmail.com>, "nithinp150@gmail.com" <nithinp150@gmail.com>, "nivuantony@gmail.com" <nivuantony@gmail.com>, "parvathyvinod167@gmail.com" <parvathyvinod167@gmail.com>, "johandanavil@gmail.com" <johandanavil@gmail.com>, "praveenakp2018@gmail.com" <praveenakp2018@gmail.com>, "rachnamathews6@gmail.com" <rachnamathews6@gmail.com>, "raheela1822@gmail.com" <raheela1822@gmail.com>, "rahulmohan190@gmail.com" <rahulmohan190@gmail.com>, "regish.george2000@gmail.com" <regish.george2000@gmail.com>, "rohitbineeesh007@gmail.com" <rohitbineeesh007@gmail.com>, "rohitv19@gmail.com" <rohitv19@gmail.com>, "adithyavarma2000@gmail.com" <adithyavarma2000@gmail.com>, "sagarjnr2255@gmail.com" <sagarjnr2255@gmail.com>, "sananthk12@gmail.com" <sananthk12@gmail.com>, "sanjanavarghese47120@gmail.com" <sanjanavarghese47120@gmail.com>, "shahanashahu309@gmail.com" <shahanashahu309@gmail.com>, "sharathbijuknambiar@gmail.com" <sharathbijuknambiar@gmail.com>, "ibrahim.shehzad7@gmail.com" <ibrahim.shehzad7@gmail.com>, "sherinakabyv72@gmail.com" <sherinakabyv72@gmail.com>, "ss302382018@gmail.com" <ss302382018@gmail.com>, "silpapt2015@gmail.com" <silpapt2015@gmail.com>, "sonadv71@gmail.com" <sonadv71@gmail.com>, "souravpc3214@gmail.com" <souravpc3214@gmail.com>, "sree.sreeparu14@gmail.com" <sree.sreeparu14@gmail.com>, "suhailahmed223@gmail.com" <suhailahmed223@gmail.com>, "swethajs29@gmail.com" <swethajs29@gmail.com>, "telvinten7@gmail.com" <telvinten7@gmail.com>, "thasnica2001@gmail.com" <thasnica2001@gmail.com>, "vaibhavna008@gmail.com" <vaibhavna008@gmail.com>, "vivuvivek48@gmail.com" <vivuvivek48@gmail.com>, "yedhups@ieee.org" <yedhups@ieee.org>, "yedujayan2000@gmail.com" <yedujayan2000@gmail.com>, "abdulmanaf7186@gmail.com" <abdulmanaf7186@gmail.com>, "abhijithkuzhikkattil4@gmail.com" <abhijithkuzhikkattil4@gmail.com>, "abhijithus084@gmail.com" <abhijithus084@gmail.com>, "abhiramkv009@gmail.com" <abhiramkv009@gmail.com>, "abhishekvrabhu@gmail.com" <abhishekvrabhu@gmail.com>, "achintprakash008@gmail.com" <achintprakash008@gmail.com>, "ajithpradeepmv7@gmail.com" <ajithpradeepmv7@gmail.com>, "albin951devassy@gmail.com" <albin951devassy@gmail.com>, "arjunghoshachari@gmail.com" <arjunghoshachari@gmail.com>, "ashikvm13@gmail.com" <ashikvm13@gmail.com>, "asafhussain.966@gmail.com" <asafhussain.966@gmail.com>, "basilbinoy1998@gmail.com" <basilbinoy1998@gmail.com>, "binesjohnthomas@gmail.com" <binesjohnthomas@gmail.com>, "dathoosan@gmail.com" <dathoosan@gmail.com>, "rfaslu8@gmail.com" <rfaslu8@gmail.com>, "gauthamk46@gmail.com" <gauthamk46@gmail.com>, "gokulsatheeshtk@gmail.com" <gokulsatheeshtk@gmail.com>, "gopikrishnan657@gmail.com" <gopikrishnan657@gmail.com>, "ptjesvin@gmail.com" <ptjesvin@gmail.com>, "minhajvmbarca@gmail.com" <minhajvmbarca@gmail.com>, "naveenmuttath@gmail.com" <naveenmuttath@gmail.com>, "nesmalpalara@gmail.com" <nesmalpalara@gmail.com>, "pranavpillai8100@gmail.com" <pranavpillai8100@gmail.com>, "rahulramdaskochath@gmail.com" <rahulramdaskochath@gmail.com>, "rohanbnair2000@gmail.com" <rohanbnair2000@gmail.com>, "rohitshyson@gmail.com" <rohitshyson@gmail.com>, "shyamkrishnendu@gmail.com" <shyamkrishnendu@gmail.com>, "shyncherianalu222@gmail.com" <shyncherianalu222@gmail.com>, "sreerampanalancherysreeram59472@gmail.com" <sreerampanalancherysreeram59472@gmail.com>, "stelvingeorge@yahoo.in" <stelvingeorge@yahoo.in>, "vighnesh.satheesan@gmail.com" <vighnesh.satheesan@gmail.com>, "yadukris1998@gmail.com" <yadukris1998@gmail.com>, "abhishekn4454@gmail.com" <abhishekn4454@gmail.com>, "adithyan739@gmail.com" <adithyan739@gmail.com>, "aijohn99@gmail.com" <aijohn99@gmail.com>, "akhilmadhu81@gmail.com" <akhilmadhu81@gmail.com>, "akshayanil16@gmail.com" <akshayanil16@gmail.com>, "07anaghaajayan@gmail.com" <07anaghaajayan@gmail.com>, "anurajendrannp1999@gmail.com" <anurajendrannp1999@gmail.com>, "anannyanimalan@gmail.com" <anannyanimalan@gmail.com>, "angel1998sunny@gmail.com" <angel1998sunny@gmail.com>, "anjuanjal22132@gmail.com" <anjuanjal22132@gmail.com>, "ardraprasad1999@gmail.com" <ardraprasad1999@gmail.com>, "Athiravenugopal128@gmail.com" <Athiravenugopal128@gmail.com>, "chithu00keloth@gmail.com" <chithu00keloth@gmail.com>, "gayathriramachandran007@gmail.com" <gayathriramachandran007@gmail.com>, "himavijay2@gmail.com" <himavijay2@gmail.com>, "jinsxaviour@gmail.com" <jinsxaviour@gmail.com>, "joepaulppoulose75940@gmail.com" <joepaulppoulose75940@gmail.com>, "malavikanm99@gmail.com" <malavikanm99@gmail.com>, "mariyaac1999@gmail.com" <mariyaac1999@gmail.com>, "merlinelsa555@gmail.com" <merlinelsa555@gmail.com>, "muhammedsajidms369@gmail.com" <muhammedsajidms369@gmail.com>, "reshmacmenon19@gmail.com" <reshmacmenon19@gmail.com>

<reshmacmenon19@gmail.com>, "sandramohan1998@gmail.com" <sandramohan1998@gmail.com>, "sarathkrishnan367@gmail.com" <sarathkrishnan367@gmail.com>, "shilpasreedharan23@gmail.com" <shilpasreedharan23@gmail.com>, "shimasunilkumar@gmail.com" <shimasunilkumar@gmail.com>, "lechu4646@gmail.com" <lechu4646@gmail.com>, "srutheeshnaunni@gmail.com" <srutheeshnaunni@gmail.com>, "vanikalangara@gmail.com" <vanikalangara@gmail.com>, "aiswaryacp2@gmail.com" <aiswaryacp2@gmail.com>, "alee66joseph@gmail.com" <alee66joseph@gmail.com>, "angelmaryababulib@gmail.com" <angelmaryababulib@gmail.com>, "jefsonjacob98@gmail.com" <jefsonjacob98@gmail.com>, "klaiswarya@gmail.com" <klaiswarya@gmail.com>, "aiswaryaviswanathan1998@gmail.com" <aiswaryaviswanathan1998@gmail.com>, "rose.aneesha97@gmail.com" <rose.aneesha97@gmail.com>, "am.anjalianju@gmail.com" <am.anjalianju@gmail.com>, "anjanakr98@gmail.com" <anjanakr98@gmail.com>, "annmariasunny@gmail.com" <annmariasunny@gmail.com>, "anupamageorge18@gmail.com" <anupamageorge18@gmail.com>, "ashi.ashitha04@gmail.com" <ashi.ashitha04@gmail.com>, "athulyaharidas97@gmail.com" <athulyaharidas97@gmail.com>, "basilmbinu@gmail.com" <basilmbinu@gmail.com>, "devikardas04@gmail.com" <devikardas04@gmail.com>, "fathi221998@gmail.com" <fathi221998@gmail.com>, "jude999.jvm@gmail.com" <jude999.jvm@gmail.com>, "krishnaunnikrishnan.1995@gmail.com" <krishnaunnikrishnan.1995@gmail.com>, "merrystar96@gmail.com" <merrystar96@gmail.com>, "midhunaserudersanan@gmail.com" <midhunaserudersanan@gmail.com>, "parvathysindhus@gmail.com" <parvathysindhus@gmail.com>, "poojagirish9797@gmail.com" <poojagirish9797@gmail.com>, "remyavjohn25@gmail.com" <remyavjohn25@gmail.com>, "shraddharaveendran@gmail.com" <shraddharaveendran@gmail.com>, "sreee1197@gmail.com" <sreee1197@gmail.com>, "thanseeahakk@gmail.com" <thanseeahakk@gmail.com>, "varsha7667@gmail.com" <varsha7667@gmail.com>, "vyshnavybpillai@gmail.com" <vyshnavybpillai@gmail.com>, "abibarwin@gmail.com" <abibarwin@gmail.com>, "theckanathagnes@gmail.com" <theckanathagnes@gmail.com>, "aishwarya.aishu2101@gmail.com" <aishwarya.aishu2101@gmail.com>, "alnadmanjaly10@gmail.com" <alnadmanjaly10@gmail.com>, "anjanaragh@gmail.com" <anjanaragh@gmail.com>, "aswathysatheeshkumar5@gmail.com" <aswathysatheeshkumar5@gmail.com>, "brigitfranciso7@gmail.com" <brigitfranciso7@gmail.com>, "divyabalankhd@gmail.com" <divyabalankhd@gmail.com>, "julia.koshy@gmail.com" <julia.koshy@gmail.com>, "meerasasi11@gmail.com" <meerasasi11@gmail.com>, "lamypj666@gmail.com" <lamypj666@gmail.com>, "namithagvr@gmail.com" <namithagvr@gmail.com>, "nayanambenoy@gmail.com" <nayanambenoy@gmail.com>, "poojakannan80897@gmail.com" <poojakannan80897@gmail.com>, "rejithaanil@gmail.com" <rejithaanil@gmail.com>, "roshnarajeev1997@gmail.com" <roshnarajeev1997@gmail.com>, "sidharthharidas1996@gmail.com" <sidharthharidas1996@gmail.com>, "srjshine421997@gmail.com" <srjshine421997@gmail.com>, "aryaprakash097@gmail.com" <aryaprakash097@gmail.com>, "jibinlks007@gmail.com" <jibinlks007@gmail.com>, "rajalakshmi.raji1999@gmail.com" <rajalakshmi.raji1999@gmail.com>, sajna shiyas <sajna.sulaiman92@gmail.com>
Cc: Jayanand B <jayanand@scmsgroup.org>

Dear students,

A spreadsheet will be shared following this mail wherein the details asked for needs to be filled. A kind request to take advantage of this placement drive as it is a prestigious one. The on boarding is also done immediately after the final 8th semester examinations.

Thanks and best of luck.

Placement cell.

----- Forwarded message -----

From: **Abraham Ettumanookaran** <abraham.e@infosys.com>

Date: Friday, August 27, 2021


Subject: Invitation to participate in Infosys Campus Recruitment Program for 2021-22

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>

[Quoted text hidden]

2 attachments

 **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K

 **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>

Tue, Aug 31, 2021 at 3:18 PM

To: Abraham Ettumanookaran <abraham.e@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar

<gautham.premkumar@infosys.com>, Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Thank you for the opportunity given to our current 2022 batch. Please find the list of interested candidates for your kind perusal.

Thanks in advance.

Regards,

Prof (Dr) Jayanand B,

Placement in Charge,

SCMS School of Engineering and Technology,

Karukutty, Ernakulam, Kerala.

Mob : 9447442427

Email : jayanand@scmsgroup.org

[Quoted text hidden]

 **Infosys Placement Drive 2022.xlsx**
94K

Candidate Name	Candidate Email	College	Region	New Result
John	johnjoy8656@gmail.com	SCMS	Kerala	SELECT
Suhail	suhailahmed223@gmail.com	SCMS	Kerala	SELECT
Swetha	swethajs29@gmail.com	SCMS	Kerala	SELECT
Aswathy	aswathyprn@gmail.com	SCMS	Kerala	SELECT
Silpa	silpapt2015@gmail.com	SCMS	Kerala	SELECT
Kiran	kirantm24@gmail.com	SCMS	Kerala	SELECT
Araavind	araavindsub@gmail.com	SCMS	Kerala	SELECT
Anita	anitamartin0811@gmail.com	SCMS	Kerala	SELECT
Sananth	sananthkc12@gmail.com	SCMS	Kerala	SELECT
Mohammed	mohammedfayaz132676@gmail.com	SCMS	Kerala	SELECT
Abhirami	abhianil032@gmail.com	SCMS	Kerala	SELECT
Sreeparvathi	sree.sreeparu14@gmail.com	SCMS	Kerala	SELECT
Jithin	jithinkv2000@gmail.com	SCMS	Kerala	SELECT
Kajal	kajalct23@gmail.com	SCMS	Kerala	SELECT
Bhavya	bhavyajinaraj@gmail.com	SCMS	Kerala	SELECT
Rachna	rachnamathews6@gmail.com	SCMS	Kerala	SELECT
Vaibhav	vaibhavnair008@gmail.com	SCMS	Kerala	SELECT
Nimisha	nimishakuriachan@gmail.com	SCMS	Kerala	SELECT
Joshvvin	joshvvinjoshy@gmail.com	SCMS	Kerala	SELECT
Telvin	telvinten7@gmail.com	SCMS	Kerala	SELECT
Rohith	rohith771416@gmail.com	SCMS	Kerala	SELECT
Joemon	joechirayath3009@gmail.com	SCMS	Kerala	SELECT
Nisha	nishabcalcutta@gmail.com	SCMS	Kerala	SELECT
Nivya	nivuantony@gmail.com	SCMS	Kerala	REJECTED
Sanjana	sanjanavarghese47120@gmail.com	SCMS	Kerala	REJECTED
Abhishek	abhishekpuresh@gmail.com	SCMS	Kerala	REJECTED
Yadhukrishnan	yadhukrishnanr4@gmail.com	SCMS	Kerala	REJECTED
Rohit	rohitbineesh007@gmail.com	SCMS	Kerala	REJECTED
Shon	shonsaji15@gmail.com	SCMS	Kerala	REJECTED
Sagar	sagarnjr2255@gmail.com	SCMS	Kerala	REJECTED
Arya	aryaprakash097@gmail.com	SCMS	Kerala	REJECTED
Vani	vanikalangara@gmail.com	SCMS	Kerala	REJECTED
Yadukrishnan	yedhups@yahoo.com	SCMS	Kerala	REJECTED
Akshay	akshayviswam99@gmail.com	SCMS	Kerala	REJECTED
Shehzad	ibrahim.shehzad7@gmail.com	SCMS	Kerala	NO SHOW
Agheel	agheelnk@gmail.com	SCMS	Kerala	NO SHOW
Raheela	raheela1822@gmail.com	SCMS	Kerala	NO SHOW
Daniel	danielatwork311@gmail.com	SCMS	Kerala	NO SHOW
Gautham	gautham.salim.16@gmail.com	SCMS	Kerala	NO SHOW
Neeraj	neerajmallisseri@gmail.com	SCMS	Kerala	NO SHOW
Karthik	20karthik00@gmail.com	SCMS	Kerala	NO SHOW



sset last name <sset@scmsgroup.org>

TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

18 messages

Jesto Raphael <jesto.r@tcs.com>

Fri, Jul 23, 2021 at 12:08 PM

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

Dear Sir/Madam,

Greetings from TCS!

The banner features the TCS logo and the text 'tcs Careers' in the top left. On the right, a man in a light blue shirt is smiling while looking at a laptop. The background is dark with abstract geometric shapes in shades of purple and pink. The text 'Building on belief' is in the top right corner.

We're building greater futures

Registrations open for TCS Ninja Hiring

Inviting YoP- 2022 engineering graduates to start big

Registration end date:
15th August 2021

Link: <https://on.tcs.com/3rbqRLz>

Test Date: 30th August onwards

Eligibility: B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc

Spread the word

Link to Register: <https://on.tcs.com/2UNpp6g>Registration end date : 15th August 2021

Thanks and Regards
Jesto Raphael
Talent Acquisition Group- Kerala
TATA Consultancy Services
TCS Centre SEZ Unit,
Infopark PO,
Kochi - 682042
India

Mailto: jesto.r@tcs.comWebsite: <http://www.tcs.com>

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SSET <sset@scmsgroup.org>

Fri, Jul 23, 2021 at 12:18 PM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:03 PM

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshaik658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanraj@gmail.com, aswathypn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadv71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnic2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **havigovinds2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Final-Recipient: rfc822; havigovinds2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelink@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmatthew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **sreeparvathink@yahoo.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled (554.30).

Final-Recipient: rfc822; sreeparvathink@yahoo.com

Action: failed

Status: 5.0.0

Remote-MTA: dns: mta7.am0.yahoodns.net. (67.195.228.106, the server for the domain yahoo.com.)

Diagnostic-Code: smtp; 554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled

(554.30).

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fashnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjosh@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuanthony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohitv47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:05 PM

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviyodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunjr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohtd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadhr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

----- Forwarded message -----

From: Jestto Raphael <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:06 PM

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaruraj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujaluluju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekravabhu@gmail.com, achintprakash008@gmail.com,

ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohithshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

----- Forwarded message -----

From: **Jesto Raphael** <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:06 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **abhijiithus04@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Final-Recipient: rfc822; abhijiithus04@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinn@gmail.com, mohammedyasinn@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadthuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com,

gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com
Cc:
Bcc:
Date: Sat, 24 Jul 2021 12:06:58 +0530
Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations
----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **raghuram_2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Final-Recipient: rfc822; raghuram_2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinn@gmail.com, mohammedyasinn@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **geethapvmtr@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Final-Recipient: rfc822; geethapvmtr@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanaf7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmarca@gmail.com, naveenmuttath@gmail.com, nesmaipalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM

Address not found



Your message wasn't delivered to **rfasu8@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Final-Recipient: rfc822; rfasu8@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadthuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuttath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:14 PM

To: amal.messi7@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, ABHIRAMSHIVANI@gmail.com, abhiram2001@gmail.com, abhiroopchandran2000@gmail.com, deepasureshnambiar@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, pnmahesh69@rediffmail.com, xavieralbert33@gmail.com, tomv04@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames99@rediffmail.com, amalrafy2000@gmail.com, anakhvalsan215@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjun.ajuz.369@gmail.com, arunraju148@gmail.com, athulprakashan1@gmail.com, athulmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepu10pmonon@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, alfinmartin77@gmail.com

----- Forwarded message -----

From: **Jesto Raphael** <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sun, Jul 25, 2021 at 1:17 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 46 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Last-Attempt-Date: Sun, 25 Jul 2021 00:47:58 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sun, Jul 25, 2021 at 3:17 PM

To: sset@scmsgroup.org



Delivery incomplete

There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 44 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmtpt

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmtpt

Last-Attempt-Date: Sun, 25 Jul 2021 02:47:26 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyaugustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudye108@gmail.com, saleena.anwar@gmail.com, hammadabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Mon, Jul 26, 2021 at 12:39 PM

To: sset@scmsgroup.org

Delivery incomplete



There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmtmp

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmtmp

Last-Attempt-Date: Mon, 26 Jul 2021 00:09:38 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviiodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudye108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihalo82latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesaroxx@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Mon, Jul 26, 2021 at 12:43 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Last-Attempt-Date: Mon, 26 Jul 2021 00:13:30 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Tue, Jul 27, 2021 at 1:33 PM

To: sset@scmsgroup.org



Recipient inbox full

Your message couldn't be delivered to **gayathrinishakp@gmail.com**. Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct

452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 01:03:01 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Tue, Jul 27, 2021 at 4:08 PM

To: sset@scmsgroup.org



Recipient inbox full

Your message couldn't be delivered to **2449088@gmail.com**.
Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Final-Recipient: rfc822; 2449088@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 03:38:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnjr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyaugustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihaal082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----



sset last name <sset@scmsgroup.org>

TCS Ninja National Level Mock Test | TCSNQTprep.COM

5 messages

Prabhu Channel B.Tech N <trainers@channelbtech.in>
To: "Channel B.Tech Prabhu" <trainers@channelbtech.in>
Bcc: sset@scmsgroup.org

Fri, Aug 13, 2021 at 9:23 AM

Dear Professor,

For the students appearing for TCS Ninja Drive from Aug 30, we are organizing a **NATIONAL LEVEL MOCK TEST** on **15 Aug 2021**.

Students can enroll for this FREE test here:

<https://tcsnqtprep.com/tcs-ninja-mock-test>

Test timings: (15 Aug 2021)

5:00 pm to 5:40 pm - Numerical Ability (26 Qs)

5:45 pm to 6:15 pm - Verbal Ability (24 Qs)

6:20 pm to 7:10 pm - Reasoning Ability(30Qs)

7:15 pm to 7:30 pm - Programming MCQs (10 Qs)

Last date to register: 15 Aug 2021, 12:00 pm

Kindly share this information with the students.

Results of this exam will be published on 16 Aug 2021, before 10 am here: <https://tcsnqtprep.com/tcs-ninja-mock-test>

Regards

Pragadeeswara Prabhu

Co-Founder,

Channel B.Tech,

Coimbatore, Tamil Nadu.

Mobile:

Prabhu - 9566634509

Balakrishna - 9600558967

Websites:

<https://www.tcsnqtprep.com>

<https://home.channelbtech.in>

Youtube: <https://www.youtube.com/channelbtech>

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 9:24 AM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>

Fri, Aug 13, 2021 at 9:36 AM

To: SSET <sset@scmsgroup.org>

Madam,

PI forward to all 2022 students.

Regards,

Jayanand B

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:19 AM

To: abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusel10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghanaravikumar108@gmail.com, mjroth2000@gmail.com, mohamedaslam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihalo82latheeffm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com, abhisheknambiar8589@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavieralbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalrafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, sreegautham129@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaynambiar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavaya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com

----- Forwarded message -----

From: **Prabhu Channel B.Tech N** <trainers@channelbtech.in>

Date: Fri, Aug 13, 2021 at 9:23 AM

Subject: TCS Ninja National Level Mock Test | TCSNQTTPREP.COM

To: Channel B.Tech Prabhu <trainers@channelbtech.in>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:23 AM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathy2000@ieee.org, bhavyajainaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com,

merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandनाविल@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijithus084@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfaslu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, stelvingeorge@yahoo.in, vighnesh.satheesan@gmail.com, yadukris1998@gmail.com, klaiswarya@gmail.com, aiswaryaviswanathan1998@gmail.com, rose.aneesha97@gmail.com, am.anjalianju@gmail.com, ANJANA K R <anjanakr98@gmail.com>, annmariasunny@gmail.com, anupamageorge18@gmail.com, ashi.ashitha04@gmail.com, athulyaharidas97@gmail.com, basilmbinu@gmail.com, devikardas04@gmail.com, fathi221998@gmail.com, jude999.jvm@gmail.com, krishnaunnikrishnan.1995@gmail.com, merrystar96@gmail.com, midhunasadudersanan@gmail.com, parvathysindhus@gmail.com, poojagirish9797@gmail.com, remyavjohn25@gmail.com, shraddharaveendran@gmail.com, sreee1197@gmail.com, thanseeahakk@gmail.com, varsha7667@gmail.com, vyshnavypillai@gmail.com, abibarwin@gmail.com, theckanathagnes@gmail.com, aishwarya.aishu2101@gmail.com, alnadmanjaly10@gmail.com, anjanaragh@gmail.com, aswathysatheeshkumar5@gmail.com, brigitfranciso7@gmail.com, divyabalankhd@gmail.com, julia.koshy@gmail.com, meerasasi11@gmail.com, lamypj666@gmail.com, namithagvr@gmail.com, nayanambenoy@gmail.com, poojakannan80897@gmail.com, rejithaanil@gmail.com, roshnarajeev1997@gmail.com, sidharthharidas1996@gmail.com, srjshine421997@gmail.com, aryaprakash097@gmail.com, jibinlks007@gmail.com, rajalakshmi.raji1999@gmail.com, sajna.sulaiman92@gmail.com, abhishekn4454@gmail.com, adithyan739@gmail.com, aijojohn99@gmail.com, akhilmadhu81@gmail.com, akshayanil16@gmail.com, 07anaghaajayan@gmail.com, anurajendrannp1999@gmail.com, anannyanirmalan@gmail.com, angel1998sunny@gmail.com, anjuanjali22132@gmail.com, ardraprasad1999@gmail.com, Athiravenugopal128@gmail.com, chithu00keloth@gmail.com, gayathriramachandran007@gmail.com, himavijay2@gmail.com, jinsxaviour@gmail.com, joepaulppoulose75940@gmail.com, malavikanm99@gmail.com, mariyaac1999@gmail.com, merlinelsa555@gmail.com, muhammedsajidms369@gmail.com, reshmacmenon19@gmail.com, sandramohan1998@gmail.com, sarathkrishnan367@gmail.com, shilpasreedharan23@gmail.com, shimasunilkumar@gmail.com, lechu4646@gmail.com, srutheeshnaunni@gmail.com, vanikalangara@gmail.com, aiswaryacp2@gmail.com, alee66joseph@gmail.com, angelmariyababulib@gmail.com, jefsonjacob98@gmail.com

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Offer: Computer Consultancy

Ref: TCSL/DT20218154378/Trivandrum

Date: 03/11/2021

Mr. Ansan K Simon
Kuttikat House, Ktra-49, Ernakulam North P.O., Cochin-18Kannachanthode Road,
Ayyapankavu Temple,
Kochi-682018,
Kerala.
Tel# 91-9400409044

Dear Ansan K Simon,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218154378

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TCS Confidential

TCSL/DT20218154378

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Ansan K Simon
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218154855/Trivandrum

Date: 03/11/2021

Mr. Pranav Ramakrishnan
Kaithavalappil(H)Mr 16,
St. Josephs Hospital,
Edapally-683501,
Kerala.
Tel# 91-9539341429

Dear Pranav Ramakrishnan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCSL/DT20218154855

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Pranav Ramakrishnan
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



sset last name <sset@scmsgroup.org>

Placement officers Wipro II Launch of Elite NTH Hiring FY'22

5 messages

Dr. Brijesh John <brijeshjohn123@gmail.com>

Thu, Sep 23, 2021 at 7:37 PM

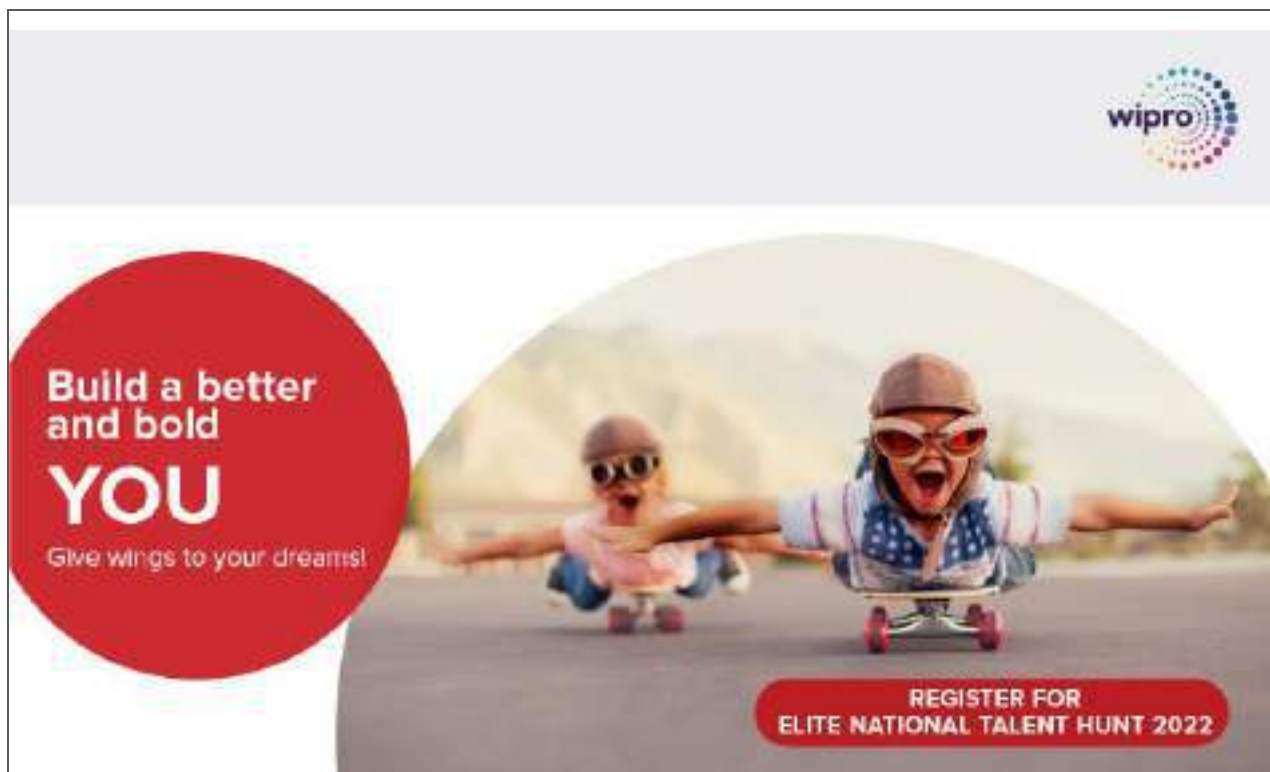
To: placementofficers <placementofficers@googlegroups.com>

FYI

Dr. Brijesh George John
Associate Professor & Head - Corporate Relations
Marian College, Kuttikkanam
Director - Placements, Marian International Institute of Management
Chairman - Placement Officers Kerala Consortium
International Trainer, Career Expert, Author and Social Media Influencer
<https://www.youtube.com/BrijeshGeorgeJohn>
Founder & CEO - www.JobsBrij.com , <https://BrijeshAcademy.com/>
Dy. GM - IPSR Solutions Ltd

Dear Dr Brijesh,

We have scheduled the test for National Talent Hunt between 25th Sep-27th Sep. Candidates will receive the Superset credentials for the assessment on their registered mail id. Kindly cascade this message to all the eligible colleges.

**Launch of ELITE National Talent Hunt Hiring FY'22**

Dear Gopalakrishnan T M,

Greetings from Wipro!

Hope you and your family are healthy and safe.



We are pleased to announce the launch of Wipro **Elite National Talent Hunt FY'22**.

Elite National Talent Hunt 2022 is a fresher's hiring initiative to attract the best of 2022 engineering talent across the country. The objective of this initiative is to enable an equal opportunity for employment to the most deserving engineering talent in India. An enthusiastic engineering candidate should not miss this opportunity to be part of an exciting journey with Wipro!

The massive success of this programme over the last 2 years has driven us to come back with a greater zeal for a greater cause.

The unique differentiator of this model is the equal employment opportunity for any student irrespective of their college. Engineering Graduates across the nation can participate in the Wipro National Talent Hunt. This programme is designed to be easily accessible and is open to Engineering Graduates who are looking forward to establish themselves in the IT industry; all one needs is determination and the attitude to learn.

Please find below the Eligibility Criteria:-

	Key Features & Eligibility criteria
Eligibility	<ul style="list-style-type: none"> 10th Standard – minimum 60% 12th Standard – minimum 60% Graduation 60% or 6.0 CGPA OR Equivalent as per their University Guidelines Only full time education is allowed Correspondence and distance learning courses throughout the academics are not allowed Max of 1 active backlog till the offer stage. Offers will be meted out subject to all backlog clearances
Year of Passing	2022 ONLY (max 3 years of GAP in education allowed from 10th to graduation) No Gaps are allowed in Graduation period. Graduation should be completed within 4 years from the start of the Graduation
Qualification	BE/ B. Tech (Compulsory Degree) 5 Years Integrated M. Tech Branch of Study- All Streams allowed except the following Fashion, Food, Textile and Agriculture, Printing, Pulp Engineering / Technology streams No MBA
Selection Process	 Online Assessment  Business Round
Compensation	INR 3.5 Lakh
Service Agreement	Agreement period is 12 months from the joining date. The candidate will be liable to pay a sum of 75000 INR on pro rata basis if leaves the organization before 1 year for breaching the service agreement.

Registration Link :- <https://app.joinsuperset.com/company/wipro/elite-national-talent-hunt.html>

Online Assessment Date :- 25th September'21- 27th September'21

Last Date for registration :- 15th September'21

#ELITENTHProgramme2022 #WiproCampusHiring2022

Regards,
Global Campus Hiring Team,
Wipro Limited



Regards,

Preety

Wipro Limited |



"Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com"

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To view this discussion on the web visit <https://groups.google.com/d/msgid/Placementofficers/CAF-5jwQFY-1Gjcvj2NhjmULpVOPDbjQhtapaKP62dyd49dhw%40mail.gmail.com>.

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 8:34 PM

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Sep 24, 2021 at 10:07 AM

Madam,

PI forward to all 2022 batch students.

Regards,

Jayanand B
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroseanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusse10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnjr8@gmail.com, ashinoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghananaravikumar108@gmail.com, mjrothith2000@gmail.com, mohamedaslam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihal082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushtam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbaisithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com,

Fri, Sep 24, 2021 at 10:19 AM

abhisheknambiar8589@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavialbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalfafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmenjeri@gmail.com, athulsajeew992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijum@gmail.com, christopherthatil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaypnbmbar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yaduraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Sep 24, 2021 at 10:19 AM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhi02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanrcraj@gmail.com, aswathy2000@ieee.org, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvijnoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, niithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandanavil@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvsv71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathykljin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavioldavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijithus084@gmail.com, abhiramkv009@gmail.com, abhishekvrbhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfaslu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, stelvingeorge@yahoo.in, vighnesh.satheesan@gmail.com, yadukris1998@gmail.com

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sset last name <sset@scmsgroup.org>

Fwd: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

4 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>
Cc: Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 6:15 PM

----- Forwarded message -----

From: **Preeti Kumari (Human Resources)** <preety.kumari4@wipro.com>

Date: Thu, Sep 23, 2021 at 5:45 PM

Subject: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

To:

Cc: Binoy K (Talent Acquisition) <binoy.k08@wipro.com>, Lavanam Amballa (Human Resources) <lavanam.amballa@wipro.com>

Dear Academic Partners,

Kindly share this mailer to all your eligible students and ask them to register before the deadline.

**Launch of ELITE National Talent Hunt Hiring FY'21**

Dear Academic Partner,

Greetings from Wipro!

Elite National Talent Hunt 2021 (NTH) is a fresher's hiring initiative to attract the best of 2021 engineering talent across the country. The objective of this initiative is to enable an equal opportunity for employment to the most deserving talent from Computer Science, Information Technology & Circuital Engineering streams in India. An enthusiastic engineering candidate should not miss this opportunity to be part of an exciting journey with Wipro!

Eligible candidates can register [HERE](#)

Registration Deadline: 06th October, 2021

Please find below the Eligibility Criteria:-

	Key Features & Eligibility criteria
Eligibility	10th Standard – minimum 60% 12th Standard – minimum 60% Graduation 65% or 6.5 CGPA OR Equivalent as per their University Guidelines
Year of Passing	2021 ONLY
Qualification	BE/ B. Tech (Compulsory Degree)/5 Years Integrated M. Tech Branch of Study- All Streams allowed except the streams from Fashion, Food, Textile and Agriculture. No MBA
Selection Process	Every eligible candidate must go through below online assessment, below details appended for your reference Online Assessment (128 minutes) comprising of 3 sections: <ul style="list-style-type: none"> • Aptitude Test – Logical Ability, Quantitative Ability , English (verbal) Ability. Duration: 48 mins • Written Communication Test – Essay writing. Duration: 20 mins • Online Programming Test – Two programs for coding. Duration: 60 mins • Candidate can chose any one of programming language for coding test: Java, C, C++ or Python It is entirely the responsibility of Wipro to permit/limit the participation of each candidate in the Elite National Talent Hunt 2021 recruitment process. After passing the online tests, candidates will have to go through a Technical Interview and HR Interview .
Compensation	INR 3.5 Lakh
Service Agreement	Agreement period is 12 months from the joining date. The candidate will be liable to pay a sum of 75000 INR on pro rata basis if leaves the organization before 1 year for breaching the service agreement.
Other Criteria	<ul style="list-style-type: none"> • Maximum of 3 years of education gap, if any, is allowed between 10th Standard and Graduation. • Should be from a Full-time Degree course recognized by the Central/State Government of India. • No Part time or Correspondences or Distance learning education in either 10th or 12th or Degree. • No backlogs / Standing arrears allowed. • Candidates who have participated in any selection process held by Wipro in the last six months are not eligible. • Should be an Indian Citizen or should hold a PIO or OCI card, in the event of holding a passport of any other country.

- Bhutan and Nepal Nationals need to submit their citizenship certificate.

All registrations received shall be checked for eligibility as per Wipro Guidelines.

Reservations Parameters and selection procedure belongs solely to the discretion of Wipro. Wipro is not obligated to disclose any information at any stage of the selection process. Wipro also reserves the right to make an initial offer if the provisionally selected candidate does not meet certain conditions, which are a prerequisite for employment. Wipro also reserves the right to be held liable to any candidate if he/she is found to be involved in any illegal activity, for example: misperception, fraud, production of illegal documents, etc.

Wipro will inform candidates about the results of the recruitment by individual e-mails or other means of communication provided by individual candidates.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

If you have any questions/concerns, please contact manager.campus@wipro.com with the subject "Elite NTH 2021" and same will be responded within 3 working days.

Regards,
Global Campus Hiring
Wipro Limited



Regards,

Preety

Campus Lead Wipro

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Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
Series Editor - IEEE Communications Standards Magazine
Technical Editor - Computer Communications Journal, Elsevier
Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

Thu, Sep 23, 2021 at 6:55 PM

To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 7:00 PM

To: SSET <sset@scmsgroup.org>

Madam,

PI forward to 2021 students.

Jayanand B

----- Forwarded message -----

From: **Dr. Varun G Menon** <varunmenon@scmsgroup.org>

Date: Thu, Sep 23, 2021 at 6:15 PM

Subject: Fwd: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

To: SSET <sset@scmsgroup.org>

Cc: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Thu, Sep 23, 2021 at 8:40 PM

To: aswinremeshch1@gmail.com, poojaspisharady@gmail.com, agney.saidas7@gmail.com, ahalyabaiju542@gmail.com, ajserktp@gmail.com, akashmayoogham@gmail.com, alentbaburaj145@gmail.com, ajalvin007@gmail.com, anaghakj1999@gmail.com, annjakkara@gmail.com, ardra.souparnika@gmail.com, arjunsuresh1999@gmail.com, ashilkb584@gmail.com, dheeshnamd4u@gmail.com, veeyaestores@gmail.com, hariharanv72@gmail.com, k4krishnanath@gmail.com, maneeshappus@gmail.com, msuhaib010@gmail.com, zaheerceevee@gmail.com, prem.kitchu@gmail.com, kannanth97@gmail.com, abraham28rob@gmail.com, sarathnair30@outlook.com, shilpasekhar99@gmail.com, shimilkeldose05@gmail.com, snehanambiar7120@gmail.com, sohanjames33@gmail.com, brsreerajbr@gmail.com, stenbenny02@gmail.com, vikhneshkrishna@gmail.com, vichu.tycoon007@gmail.com, vinaydeo1999@gmail.com, vinaystephen1@gmail.com, vinilvarghesethecr7@gmail.com, vishnugopidas12@gmail.com, vishnu787vp@gmail.com, dennycjose@gmail.com, amalpod1999@gmail.com, amalposeidon@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, ardraanil@gmail.com, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com, athulyakt69@gmail.com, dilukp1997@gmail.com, geetikagopinath99@gmail.com, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, tejasjc99@gmail.com, jomelthomas007@gmail.com, abishekjose1@gmail.com, akshay007ajith@gmail.com, amaldevmlal4@gmail.com, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anjali99vinod@gmail.com, christinthaanna06@gmail.com, aswinscorpion@gmail.com, aswinshaji1141@gmail.com, atulvenu666@gmail.com, bharathkadungoth@gmail.com, elvintheakkanath@gmail.com, fathimaHussain24@gmail.com, harikrishnamg97@gmail.com, harikrishnanveluthattu@gmail.com, harithababu1998@gmail.com, jayeshmohan0@gmail.com, manulaby1999@gmail.com, rizanmohd234@gmail.com, mohammedawaz22@gmail.com, nakashfz19@gmail.com, rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, sai1079ofz@gmail.com, shibinmadathingal1998@gmail.com, shiyasshamz@gmail.com, shojojohnson18@gmail.com, sreelalm1999@gmail.com, tritinthomas@gmail.com, vishnuabl2@gmail.com, ayeeshwanand@gmail.com, akhiltom1999@gmail.com, amalharidas333@gmail.com, anandpp489@gmail.com, anandakrishnan.indian@gmail.com, anandakrishnankichu123@gmail.com, ananthukodamala@gmail.com, aneeshmenon6658@gmail.com, anelthomas1999@gmail.com, anubhav.s27@gmail.com, aragan.arjund.aryts@gmail.com, aveeshajith23@gmail.com, basiljohn1998@gmail.com, gokulkrishnagkv2@gmail.com, ihsansalim08@gmail.com, joemonct04@gmail.com, madhav.hari.007@gmail.com, jasimpk8@gmail.com, munees9497@gmail.com, nithishnsunil@gmail.com, nikhilnikku528@gmail.com, nivilroybl@gmail.com, prajulmp389@gmail.com, sachinn890@gmail.com, swarajthankan@gmail.com, tinson200tt@gmail.com, antony2525@gmail.com, vishnusajeev3@gmail.com, jesvinoc729@gmail.com, navaneethgspba@gmail.com, basithabdulbasith275072@gmail.com, Abhijith Menon <kannankedaram@gmail.com>, ccabhilash20@gmail.com, adarshprabhakar639@gmail.com, adwaitkaravettakudy999@gmail.com, afthabmohammed18@gmail.com, aramanaakash@gmail.com, muhammedfarhan777@gmail.com, akhilsaji27@gmail.com, akshay12@gmail.com, akshayrko.j@gmail.com, albigeorge2012@gmail.com, albinanthikattu@gmail.com, alkkeshkrishnatb@gmail.com, amalkrishnalassery@gmail.com, amarchaithram@gmail.com, am.anagha.120@gmail.com, anandhu2724@gmail.com, anandsivan1999@gmail.com, anantha111noir@gmail.com, anstonsejotharayil@gmail.com, aravindnbsuresh@gmail.com, arjunsonu1999@gmail.com, arjunpb3@gmail.com, arjunrk87@gmail.com, arjuns2255@gmail.com, ashish.george.biju@gmail.com, ashwinbvisvishnu@gmail.com, aswanthr2323@gmail.com, ashwathy0124@gmail.com, aswinbmohan7@gmail.com, aswinshaj@gmail.com, athulm@outlook.com, avineshvilasan1@gmail.com, 1234berton@gmail.com, bharathjairajsh@gmail.com, blznvar@gmail.com, silentbrynetom@gmail.com, cskrishnadas666@gmail.com, dxnpaultheakkanath@gmail.com, fahadshihab@gmail.com, fazeelahmed070@gmail.com, gauthamkrishna111333@gmail.com, gokulsuresh4006@gmail.com, harik9338@gmail.com, hariprasadk665@gmail.com, hrithikkv99@gmail.com, ivansdavis107@gmail.com, jayakrishnanjk1999@gmail.com, 007jeffn013@gmail.com, jerinjose608@gmail.com, jerrinpaul99@gmail.com, jeswinkthomas@gmail.com, jibinrajan902@gmail.com, jithinvroy98@gmail.com, joelf1999@gmail.com, johnloyson99@gmail.com, johnpaulkulangara@gmail.com, kamaljiithpn@gmail.com, kiranj9061@gmail.com, 32kiransanath.ks@gmail.com, krishnajithr44@gmail.com, manusdk22@gmail.com, kurianpaulp007@gmail.com, maheshnair2311@gmail.com, manjithdeepu@gmail.com, mishalshinu@gmail.com, mohammedsharookbn@gmail.com, askaraliurothodi@gmail.com, navaneeth.parakunnath@gmail.com, sabarivishnu99@gmail.com, prathyaksh001@gmail.com, raghavrnair831@gmail.com, raginkrishna59@gmail.com, rahulrj7000@gmail.com, rahulsanjay520003@gmail.com, rk2503421@gmail.com, ram65764@gmail.com, Prranjithmala@gmail.com, risvanp11@gmail.com, rithwikmenon777@gmail.com, rohithbiju99@gmail.com, sabesankannan1999@gmail.com, sachilsanath@gmail.com, saffinjoshi78055@gmail.com, sangeethbabu53@gmail.com, sarangknp@gmail.com, sarathsnair786@gmail.com, sarathrks11@gmail.com, sebinab33@gmail.com, shadinsalmanvk007@gmail.com, sekhar.s.soman@gmail.com, sidharthbabu2255@gmail.com, sidhuidtcr16@gmail.com, souravbhaskaran52@gmail.com, sreeharirajankk@gmail.com, sreeharismenon111@gmail.com, sreeharsh28012000@gmail.com, sreeram.dev3@gmail.com, togintom18@gmail.com, varunbalan99@gmail.com, unns7357@gmail.com, vishnuv044@gmail.com, abhijithsreekumar777@gmail.com, abishekvijayakumar@gmail.com, josephadarsh10@gmail.com, aishwaryamenon393@gmail.com, ajalashal68@gmail.com, akshaysuresh549@gmail.com, alanaju1990@gmail.com, alandavidjoseph@gmail.com, amalnelkkara064@gmail.com, sia.venus@gmail.com, amruthakr99@gmail.com, anaghaap1999@gmail.com, anaghasre@gmail.com, kiliboy7810@gmail.com, getanandu716@gmail.com, aneesfahim77@gmail.com, angeleliyajoy31@gmail.com,

anisharemesh@gmail.com, anjalygopan@gmail.com, anshidaca@gmail.com, anushon1999@gmail.com, aparna.koyari@gmail.com, aravindjayan1998@gmail.com, archanavijayan24@gmail.com, ashilaustin99@gmail.com, asifaachukochin@gmail.com, athirasudheer4@gmail.com, boneyjosetitus@gmail.com, chandanapg7181@gmail.com, danipaulmanjaly23@gmail.com, devadarshan1998@gmail.com, dinumolambadan1999@gmail.com, divyashibu100@gmail.com, diyashaji2@gmail.com, fathima3331998@gmail.com, fathimasalwa8@gmail.com, femifawa111@gmail.com, gayathriputhumana98@gmail.com, george.sijin@gmail.com, hariz00781@gmail.com, hayamajeed02@gmail.com, himasudarsanan@gmail.com, jisnajarajan99@gmail.com, kavyanil999@gmail.com, kavyajose459@gmail.com, lakshmanta99@gmail.com, mahimabkc@gmail.com, mahin.abu.17@gmail.com, maryjisnavarghese912@gmail.com, rifanarifz06@gmail.com, meenakshyg33@gmail.com, meghaskmr@gmail.com, afthabudeen@gmail.com, saheelibnuali717@gmail.com, ashkarmonu12345@gmail.com, speak2nandu@gmail.com, naveenmgd333@gmail.com, nikhilvenugopal11@gmail.com, karipodynishanth@gmail.com, parthanhappy@gmail.com, asnap89@gmail.com, rahulpaliath1123@gmail.com, ashrawi196@gmail.com, rinufrancisfn@gmail.com, rishabmunna@gmail.com, rony.georgeroy@gmail.com, sagarianoop98@gmail.com, sageerrashid1@gmail.com, sajidnasad@gmail.com, salah4444salah@gmail.com, sandhravs2@gmail.com, sanjubyju2017@gmail.com, saranyasarathp@gmail.com, saranya8921@gmail.com, sharathtilak98@gmail.com, shaheel2412@gmail.com, shahilm1@gmail.com, sharonreji1999@gmail.com, shifae11@gmail.com, shifanasrinks@gmail.com, shyam4aspire@gmail.com, nandakishornair17@gmail.com, ksonajose@gmail.com, sksreyaskrishna2@gmail.com, sruthi.lakshmi0012@gmail.com, supriyababu16@gmail.com, theerthanadakkavu@gmail.com, thomasbenny121@gmail.com, veenabinu150@gmail.com, vigneshpsuresh@gmail.com, vipin26vn@gmail.com, vishnugnath98@gmail.com, vivekpalari98@gmail.com, vyshnav s <vyshnavwe@gmail.com>

----- Forwarded message -----

From: **Jayanand B** <jayanand@scmsgroup.org>

Date: Thursday, September 23, 2021

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

2 messages

Mohammed Fayaz <mohammedfayaz132676@gmail.com>
To: SSET <sset@scmsgroup.org>

Wed, Nov 17, 2021 at 3:54 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jao6-c288fdd063@talent.icims.com>
Date: Fri, 12 Nov, 2021, 11:48 am
Subject: Wipro Campus Update_LOI
To: <mohammedfayaz132676@gmail.com>

November 12, 2021

Dear Mohammed Fayaz ,
Resume Number - 23076869

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to mohammedfayaz132676@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=3EA423076869&contactId=14266135>

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SSET <sset@scmsgroup.org>

Wed, Nov 17, 2021 at 3:55 PM

To: Mohammed Fayaz <mohammedfayaz132676@gmail.com>

Thanku fayaz

Placement

SSET

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Hiring Update

2 messages

NEIL JOLLY <neiljolly9@gmail.com>
To: sset@scmsgroup.org

Wed, Nov 17, 2021 at 5:14 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2maws-2b08dba13f@talent.icims.com>
Date: Wed, Nov 17, 2021, 14:43
Subject: Wipro Campus Hiring Update
To: <neiljolly9@gmail.com>



Dear NEIL JOLLY,

With immense pleasure we are sharing that you will be part of Campus Program which has a special bonus and aided career path for campus hires in Elite. The below emails explain the bonus part of the program, on careers you will get more information when you join.

As per this program, in addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

**Thank you,
Global Campus Hiring Team**

We are an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, gender identity, sexual orientation, disability status, protected veteran status, or any other characteristic protected by law.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

This message was sent to neiljolly9@gmail.com. If you don't want to receive these emails from this company in the future, please go to: <https://wipro.icims.com/icims2/?r=E31923076663&contactId=14544057>

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SSET <sset@scmsgroup.org>
To: NEIL JOLLY <neiljolly9@gmail.com>

Wed, Nov 17, 2021 at 8:16 PM

Thank you Neil
Placement SSET
[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

2 messages

Nisha Benny <nishabcalcutta@gmail.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Fri, Nov 12, 2021 at 2:20 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2ja5y-be5b253ce1@talent.icims.com>

Date: Fri, Nov 12, 2021, 11:40 AM

Subject: Wipro Campus Update_LOI

To: <nishabcalcutta@gmail.com>

November 12, 2021

Dear Nisha Benny ,
Resume Number - 23071198

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

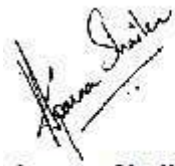
COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
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Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to nishabcalcutta@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=53C423071198&contactId=14265054>

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SSET <sset@scmsgroup.org>

Fri, Nov 12, 2021 at 2:44 PM

To: Nisha Benny <nishabcalcutta@gmail.com>

Dear Nisha,
Congratulations
Thank you
Placement cell
SSET

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

2 messages

Pranav Rk <pranavraki@gmail.com>
To: SSET <sset@scmsgroup.org>

Tue, Nov 16, 2021 at 7:40 AM

Hi,
I'm forwarding the offer letter I've received from wipro below.

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2j9m7-e21c5876cc@talent.icims.com>
Date: Fri, 12 Nov 2021, 11:33 am
Subject: Wipro Campus Update_LOI
To: <pranavraki@gmail.com>

November 12, 2021

Dear Pranav Ramakrishnan ,
Resume Number - 23070494

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

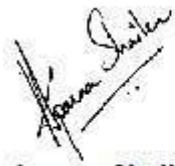
COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
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Target Cost to Company per month	29,167
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Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to pranavraki@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=4C6E23070494&contactId=14265054>

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SSET <sset@scmsgroup.org>
To: Pranav Rk <pranavraki@gmail.com>

Mon, Nov 15, 2021 at 3:42 PM

thank you pranav
placements
sset

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

1 message

Raheela NA <raheela1822@gmail.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Wed, Nov 17, 2021 at 2:53 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jbv4-5afcc63ab1@talent.icims.com>
Date: Fri 12 Nov, 2021, 12:00 PM
Subject: Wipro Campus Update_LOI
To: <raheela1822@gmail.com>

November 12, 2021

Dear Raheela . ,
Resume Number - 23074728

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
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Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to raheela1822@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=53A323074728&contactId=14266135>

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sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

1 message

Regish George <regish.george2000@gmail.com>
To: sset@scmsgroup.org

Wed, Nov 17, 2021 at 9:20 AM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jbuj-aa8d961133@talent.icims.com>

Date: Fri, 12 Nov 2021, 12:00

Subject: Wipro Campus Update_LOI

To: <regish.george2000@gmail.com>

November 12, 2021

Dear Regish George ,
Resume Number - 23074772

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
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Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to regish.george2000@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=9A0023074772&contactId=14266135>

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sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

1 message

Sagar <sagarnjr2255@gmail.com>
To: sset@scmsgroup.org

Wed, Nov 17, 2021 at 11:06 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jc40-d9ca950ee1@talent.icims.com>

Date: Fri, Nov 12, 2021 at 12:02 PM

Subject: Wipro Campus Update_LOI

To: <sagarnjr2255@gmail.com>

November 12, 2021

Dear Sagar Narendranath ,
Resume Number - 23074314

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
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Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to sagarnjr2255@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=6CAE23074314&contactId=14266135>

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sset last name <sset@scmsgroup.org>

Invitation to participate in Infosys Campus Recruitment Program for 2021-22

5 messages

Abraham Ettumanookaran <abraham.e@infosys.com>

Fri, Aug 27, 2021 at 10:53 AM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>



Dear Professor,

Greetings from Infosys! Hope you and your loved ones are doing well.

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,600+ clients in more than 50 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,65,000+ employees makes this happen.

We have a [signature strategy](#) to help our employees move forward by inspiring them to build technology solutions for the future, making sure their career never stands still, and navigating further together.

We are keen to partner with your institute for the **Infosys Campus Recruitment Program 2021-22**. Engineering students from the 2022 batch will be hired for the role of **Systems Engineer** through this program.

The Systems Engineer role at Infosys requires expertise in core skills for the IT industry to design and develop standalone applications and provide application support. Systems Engineers are deployed across the business units of Infosys to manage legacy applications by focusing on programming languages and building system capabilities, user interfaces, and transactional services. The compensation for this role is INR 3.6 lakhs per annum.

Infosys Campus Recruitment Program will be conducted in a phased manner comprising of **Infosys online test and virtual interview**. Candidates who clear the Infosys online test will proceed to the interview round. Details of the online test are:

Total test duration – 100 minutes

Section	Skill tested	Number of questions	Time allocated
Section I	Reasoning Ability	15	25 minutes
Section II	Mathematical Ability	10	35 minutes
Section III	Verbal Ability	20	20 minutes
Section IV	Pseudocode	5	10 minutes
Section V	Puzzle Solving	4	10 minutes

Eligibility criteria for the program has been attached to this mail.

Kindly nominate eligible students from your institute by sharing their details in the attached 'Student Data Sheet' latest by Tuesday, August 31, 2021. Please note, our processes are system-driven hence, we will not be able to take in nominations after the last date.

In case of any queries, please feel free to contact me.



We look forward to a successful partnership with your institute.

Best regards,

Abraham John
Talent Acquisition
Infosys Limited

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2 attachments



-  **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K
-  **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Fri, Aug 27, 2021 at 11:00 AM

[Quoted text hidden]

2 attachments

-  **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K
-  **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org> Sat, Aug 28, 2021 at 2:34 PM
To: abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroSeanJaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusel10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnr8@gmail.com, ashinJoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyAugustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariPrasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghanaaravikumar108@gmail.com, mjrohith2000@gmail.com, mohamedaslamlam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, niha1082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesaroxx@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushtam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiraamsuja123@gmail.com, abhiroopchandran2000@gmail.com, abhisheknambar8589@gmail.com, abinantonny1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavieralbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amalJames421@gmail.com, amalrafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmannerji@gmail.com, athulsajeew992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijum@gmail.com, christopherthattil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, sreegautham129@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, riithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhshivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yaduraj7@gmail.com, angelljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com,

anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavaya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahala007@gmail.com, sssavi david2000@gmail.com, steevermarkose@gmail.com, vishnum241999@gmail.com

Dear students,

A spreadsheet will be shared following this mail wherein the details asked for needs to be filled. A kind request to take advantage of this placement drive as it is a prestigious one. The on boarding is also done immediately after the final 8th semester examinations.

Thanks and best of luck.

Placement cell.

----- Forwarded message -----

From: **Abraham Ettumanookaran** <abraham.e@infosys.com>

Date: Friday, August 27, 2021

Subject: Invitation to participate in Infosys Campus Recruitment Program for 2021-22

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>

[Quoted text hidden]

2 attachments

 **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K

 **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>

Sat, Aug 28, 2021 at 2:38 PM

To: "abhijithkrishnaer15@gmail.com" <abhijithkrishnaer15@gmail.com>, "abhinaya1@ieee.org" <abhinaya1@ieee.org>, "abhianil032@gmail.com" <abhianil032@gmail.com>, "rajanabhishek121@gmail.com" <rajanabhishek121@gmail.com>, "agheelnk@gmail.com" <agheelnk@gmail.com>, "shradhakhil02@gmail.com" <shradhakhil02@gmail.com>, "akshairk658@gmail.com" <akshairk658@gmail.com>, "akshayshilesh22@gmail.com" <akshayshilesh22@gmail.com>, "akshayviswam99@gmail.com" <akshayviswam99@gmail.com>, "antonyamal635@gmail.com" <antonyamal635@gmail.com>, "amalhafiz123@gmail.com" <amalhafiz123@gmail.com>, "samarnath9846@gmail.com" <samarnath9846@gmail.com>, "aminshafiq14@gmail.com" <aminshafiq14@gmail.com>, "anandhuks109@gmail.com" <anandhuks109@gmail.com>, "maryjandria@gmail.com" <maryjandria@gmail.com>, "anitamartin0811@gmail.com" <anitamartin0811@gmail.com>, "anupoly101@gmail.com" <anupoly101@gmail.com>, "aparnarang98@gmail.com" <aparnarang98@gmail.com>, "arjuns62709@gmail.com" <arjuns62709@gmail.com>, "aryancraj@gmail.com" <aryancraj@gmail.com>, "aswathy2000@ieee.org" <aswathy2000@ieee.org>, "bhavyajinaraj@gmail.com" <bhavyajinaraj@gmail.com>, "davisdaniel@gmail.com" <davisdaniel@gmail.com>, "dhilnamathews@gmail.com" <dhilnamathews@gmail.com>, "dhichu25@gmail.com" <dhichu25@gmail.com>, "diyajolly29072000@gmail.com" <diyajolly29072000@gmail.com>, "elvisthomas122@gmail.com" <elvisthomas122@gmail.com>, "fahimfathima12@gmail.com" <fahimfathima12@gmail.com>, "fasnahpanakkal@gmail.com" <fasnahpanakkal@gmail.com>, "fazaljabbar123100@gmail.com" <fazaljabbar123100@gmail.com>, "gautham.salim.16@gmail.com" <gautham.salim.16@gmail.com>, "gayathrinishakp@ieee.org" <gayathrinishakp@ieee.org>, "sreegayati@gmail.com" <sreegayati@gmail.com>, "gloryelias1999@gmail.com" <gloryelias1999@gmail.com>, "gracious932@gmail.com" <gracious932@gmail.com>, "harigovinds2000@gmail.com" <harigovinds2000@gmail.com>, "jacobbosy@gmail.com" <jacobbosy@gmail.com>, "madhavvenugopal1@gmail.com" <madhavvenugopal1@gmail.com>, "jithinkv2000@gmail.com" <jithinkv2000@gmail.com>, "johnjoy8656@gmail.com" <johnjoy8656@gmail.com>, "joshvvinjoshi@gmail.com" <joshvvinjoshi@gmail.com>, "kannakinatsenet@gmail.com" <kannakinatsenet@gmail.com>, "meeranandanam99@gmail.com" <meeranandanam99@gmail.com>, "merinmarysabu11@gmail.com" <merinmarysabu11@gmail.com>, "m.yasee33@gmail.com" <m.yasee33@gmail.com>, "mohammedfayaz132676@gmail.com" <mohammedfayaz132676@gmail.com>, "neerajmallisseri@gmail.com" <neerajmallisseri@gmail.com>, "neerajsagar1998@gmail.com" <neerajsagar1998@gmail.com>, "nimishakuriachan@gmail.com" <nimishakuriachan@gmail.com>, "nithin150@gmail.com" <nithin150@gmail.com>, "nivuantony@gmail.com" <nivuantony@gmail.com>, "parvathyvinod167@gmail.com" <parvathyvinod167@gmail.com>, "johandanavil@gmail.com" <johandanavil@gmail.com>, "praveenakp2018@gmail.com" <praveenakp2018@gmail.com>, "rachnamathews6@gmail.com" <rachnamathews6@gmail.com>, "raheela1822@gmail.com" <raheela1822@gmail.com>, "rahulmohan190@gmail.com" <rahulmohan190@gmail.com>, "regish.george2000@gmail.com" <regish.george2000@gmail.com>, "rohitbineeesh007@gmail.com" <rohitbineeesh007@gmail.com>, "rohitv19@gmail.com" <rohitv19@gmail.com>, "adithyavarma2000@gmail.com" <adithyavarma2000@gmail.com>, "sagarjnr2255@gmail.com" <sagarjnr2255@gmail.com>, "sananthk12@gmail.com" <sananthk12@gmail.com>, "sanjanavarghese47120@gmail.com" <sanjanavarghese47120@gmail.com>, "shahanashahu309@gmail.com" <shahanashahu309@gmail.com>, "sharathbijuknambiar@gmail.com" <sharathbijuknambiar@gmail.com>, "ibrahim.shehzad7@gmail.com" <ibrahim.shehzad7@gmail.com>, "sherinakabyv72@gmail.com" <sherinakabyv72@gmail.com>, "ss302382018@gmail.com" <ss302382018@gmail.com>, "silpapt2015@gmail.com" <silpapt2015@gmail.com>, "sonadv71@gmail.com" <sonadv71@gmail.com>, "souravpc3214@gmail.com" <souravpc3214@gmail.com>, "sree.sreeparu14@gmail.com" <sree.sreeparu14@gmail.com>, "suhailahmed223@gmail.com" <suhailahmed223@gmail.com>, "swethajs29@gmail.com" <swethajs29@gmail.com>, "telvinten7@gmail.com" <telvinten7@gmail.com>, "thasnica2001@gmail.com" <thasnica2001@gmail.com>, "vaibhavna008@gmail.com" <vaibhavna008@gmail.com>, "vivuvivek48@gmail.com" <vivuvivek48@gmail.com>, "yedhups@ieee.org" <yedhups@ieee.org>, "yedujayan2000@gmail.com" <yedujayan2000@gmail.com>, "abdulmanaf7186@gmail.com" <abdulmanaf7186@gmail.com>, "abhijithkuzhikkattil4@gmail.com" <abhijithkuzhikkattil4@gmail.com>, "abhijithus084@gmail.com" <abhijithus084@gmail.com>, "abhiramkv009@gmail.com" <abhiramkv009@gmail.com>, "abhishekvrabhu@gmail.com" <abhishekvrabhu@gmail.com>, "achintprakash008@gmail.com" <achintprakash008@gmail.com>, "ajithpradeepmv7@gmail.com" <ajithpradeepmv7@gmail.com>, "albin951devassy@gmail.com" <albin951devassy@gmail.com>, "arjunghoshachari@gmail.com" <arjunghoshachari@gmail.com>, "ashikvm13@gmail.com" <ashikvm13@gmail.com>, "asafhussain.966@gmail.com" <asafhussain.966@gmail.com>, "basilbinoy1998@gmail.com" <basilbinoy1998@gmail.com>, "binesjohnthomas@gmail.com" <binesjohnthomas@gmail.com>, "dathoosan@gmail.com" <dathoosan@gmail.com>, "rfaslu8@gmail.com" <rfaslu8@gmail.com>, "gauthamk46@gmail.com" <gauthamk46@gmail.com>, "gokulsatheeshtk@gmail.com" <gokulsatheeshtk@gmail.com>, "gopikrishnan657@gmail.com" <gopikrishnan657@gmail.com>, "ptjesvin@gmail.com" <ptjesvin@gmail.com>, "minhajvmbarca@gmail.com" <minhajvmbarca@gmail.com>, "naveenmuttath@gmail.com" <naveenmuttath@gmail.com>, "nesmalpalara@gmail.com" <nesmalpalara@gmail.com>, "pranavpillai8100@gmail.com" <pranavpillai8100@gmail.com>, "rahulramdaskochath@gmail.com" <rahulramdaskochath@gmail.com>, "rohanbnair2000@gmail.com" <rohanbnair2000@gmail.com>, "rohitshyson@gmail.com" <rohitshyson@gmail.com>, "shyamkrishnendu@gmail.com" <shyamkrishnendu@gmail.com>, "shyncherianalu222@gmail.com" <shyncherianalu222@gmail.com>, "sreerampanalancherysreeram59472@gmail.com" <sreerampanalancherysreeram59472@gmail.com>, "stelvingeorge@yahoo.in" <stelvingeorge@yahoo.in>, "vighnesh.satheesan@gmail.com" <vighnesh.satheesan@gmail.com>, "yadukris1998@gmail.com" <yadukris1998@gmail.com>, "abhishekn4454@gmail.com" <abhishekn4454@gmail.com>, "adithyan739@gmail.com" <adithyan739@gmail.com>, "aijohn99@gmail.com" <aijohn99@gmail.com>, "akhilmadhu81@gmail.com" <akhilmadhu81@gmail.com>, "akshayanil16@gmail.com" <akshayanil16@gmail.com>, "07anaghaajayan@gmail.com" <07anaghaajayan@gmail.com>, "anurajendrannp1999@gmail.com" <anurajendrannp1999@gmail.com>, "anannyanimalan@gmail.com" <anannyanimalan@gmail.com>, "angel1998sunny@gmail.com" <angel1998sunny@gmail.com>, "anjuanjal22132@gmail.com" <anjuanjal22132@gmail.com>, "ardraprasad1999@gmail.com" <ardraprasad1999@gmail.com>, "Athiravenugopal128@gmail.com" <Athiravenugopal128@gmail.com>, "chithu00keloth@gmail.com" <chithu00keloth@gmail.com>, "gayathriramachandran007@gmail.com" <gayathriramachandran007@gmail.com>, "himavijay2@gmail.com" <himavijay2@gmail.com>, "jinsxaviour@gmail.com" <jinsxaviour@gmail.com>, "joepaulppoulose75940@gmail.com" <joepaulppoulose75940@gmail.com>, "malavikanm99@gmail.com" <malavikanm99@gmail.com>, "mariyaac1999@gmail.com" <mariyaac1999@gmail.com>, "merlinelsa555@gmail.com" <merlinelsa555@gmail.com>, "muhammedsajidms369@gmail.com" <muhammedsajidms369@gmail.com>, "reshmacmenon19@gmail.com" <reshmacmenon19@gmail.com>

<reshmacmenon19@gmail.com>, "sandramohan1998@gmail.com" <sandramohan1998@gmail.com>, "sarathkrishnan367@gmail.com" <sarathkrishnan367@gmail.com>, "shilpasreedharan23@gmail.com" <shilpasreedharan23@gmail.com>, "shimasunilkumar@gmail.com" <shimasunilkumar@gmail.com>, "lechu4646@gmail.com" <lechu4646@gmail.com>, "srutheeshnaunni@gmail.com" <srutheeshnaunni@gmail.com>, "vanikalangara@gmail.com" <vanikalangara@gmail.com>, "aiswaryacp2@gmail.com" <aiswaryacp2@gmail.com>, "alee66joseph@gmail.com" <alee66joseph@gmail.com>, "angelmaryababulib@gmail.com" <angelmaryababulib@gmail.com>, "jefsonjacob98@gmail.com" <jefsonjacob98@gmail.com>, "klaiswarya@gmail.com" <klaiswarya@gmail.com>, "aiswaryaviswanathan1998@gmail.com" <aiswaryaviswanathan1998@gmail.com>, "rose.aneesha97@gmail.com" <rose.aneesha97@gmail.com>, "am.anjalianju@gmail.com" <am.anjalianju@gmail.com>, "anjanakr98@gmail.com" <anjanakr98@gmail.com>, "annmariasunny@gmail.com" <annmariasunny@gmail.com>, "anupamageorge18@gmail.com" <anupamageorge18@gmail.com>, "ashi.ashitha04@gmail.com" <ashi.ashitha04@gmail.com>, "athulyaharidas97@gmail.com" <athulyaharidas97@gmail.com>, "basilmbinu@gmail.com" <basilmbinu@gmail.com>, "devikardas04@gmail.com" <devikardas04@gmail.com>, "fathi221998@gmail.com" <fathi221998@gmail.com>, "jude999.jvm@gmail.com" <jude999.jvm@gmail.com>, "krishnaunnikrishnan.1995@gmail.com" <krishnaunnikrishnan.1995@gmail.com>, "merrystar96@gmail.com" <merrystar96@gmail.com>, "midhunaserudersanan@gmail.com" <midhunaserudersanan@gmail.com>, "parvathysindhus@gmail.com" <parvathysindhus@gmail.com>, "poojagirish9797@gmail.com" <poojagirish9797@gmail.com>, "remyavjohn25@gmail.com" <remyavjohn25@gmail.com>, "shraddharaveendran@gmail.com" <shraddharaveendran@gmail.com>, "sreee1197@gmail.com" <sreee1197@gmail.com>, "thanseeahakk@gmail.com" <thanseeahakk@gmail.com>, "varsha7667@gmail.com" <varsha7667@gmail.com>, "vyshnavybpillai@gmail.com" <vyshnavybpillai@gmail.com>, "abibarwin@gmail.com" <abibarwin@gmail.com>, "theckanathagnes@gmail.com" <theckanathagnes@gmail.com>, "aishwarya.aishu2101@gmail.com" <aishwarya.aishu2101@gmail.com>, "alnadmanjaly10@gmail.com" <alnadmanjaly10@gmail.com>, "anjanaragh@gmail.com" <anjanaragh@gmail.com>, "aswathysatheeshkumar5@gmail.com" <aswathysatheeshkumar5@gmail.com>, "brigitfranciso7@gmail.com" <brigitfranciso7@gmail.com>, "divyabalankhd@gmail.com" <divyabalankhd@gmail.com>, "julia.koshy@gmail.com" <julia.koshy@gmail.com>, "meerasasi11@gmail.com" <meerasasi11@gmail.com>, "lamypj666@gmail.com" <lamypj666@gmail.com>, "namithagvr@gmail.com" <namithagvr@gmail.com>, "nayanambenoy@gmail.com" <nayanambenoy@gmail.com>, "poojakannan80897@gmail.com" <poojakannan80897@gmail.com>, "rejithaanil@gmail.com" <rejithaanil@gmail.com>, "roshnarajeev1997@gmail.com" <roshnarajeev1997@gmail.com>, "sidharthharidas1996@gmail.com" <sidharthharidas1996@gmail.com>, "srjshine421997@gmail.com" <srjshine421997@gmail.com>, "aryaprakash097@gmail.com" <aryaprakash097@gmail.com>, "jibinlks007@gmail.com" <jibinlks007@gmail.com>, "rajalakshmi.raji1999@gmail.com" <rajalakshmi.raji1999@gmail.com>, sajna shiyas <sajna.sulaiman92@gmail.com>
Cc: Jayanand B <jayanand@scmsgroup.org>

Dear students,

A spreadsheet will be shared following this mail wherein the details asked for needs to be filled. A kind request to take advantage of this placement drive as it is a prestigious one. The on boarding is also done immediately after the final 8th semester examinations.

Thanks and best of luck.

Placement cell.

----- Forwarded message -----

From: **Abraham Ettumanookaran** <abraham.e@infosys.com>

Date: Friday, August 27, 2021


Subject: Invitation to participate in Infosys Campus Recruitment Program for 2021-22

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>

[Quoted text hidden]

2 attachments

 **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K

 **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>

Tue, Aug 31, 2021 at 3:18 PM

To: Abraham Ettumanookaran <abraham.e@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar

<gautham.premkumar@infosys.com>, Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Thank you for the opportunity given to our current 2022 batch. Please find the list of interested candidates for your kind perusal.

Thanks in advance.

Regards,

Prof (Dr) Jayanand B,

Placement in Charge,

SCMS School of Engineering and Technology,

Karukutty, Ernakulam, Kerala.

Mob : 9447442427

Email : jayanand@scmsgroup.org

[Quoted text hidden]

 **Infosys Placement Drive 2022.xlsx**
94K

Candidate Name	Candidate Email	College	Region	New Result
John	johnjoy8656@gmail.com	SCMS	Kerala	SELECT
Suhail	suhailahmed223@gmail.com	SCMS	Kerala	SELECT
Swetha	swethajs29@gmail.com	SCMS	Kerala	SELECT
Aswathy	aswathyprn@gmail.com	SCMS	Kerala	SELECT
Silpa	silpapt2015@gmail.com	SCMS	Kerala	SELECT
Kiran	kirantm24@gmail.com	SCMS	Kerala	SELECT
Araavind	araavindsub@gmail.com	SCMS	Kerala	SELECT
Anita	anitamartin0811@gmail.com	SCMS	Kerala	SELECT
Sananth	sananthkc12@gmail.com	SCMS	Kerala	SELECT
Mohammed	mohammedfayaz132676@gmail.com	SCMS	Kerala	SELECT
Abhirami	abhianil032@gmail.com	SCMS	Kerala	SELECT
Sreeparvathi	sree.sreeparu14@gmail.com	SCMS	Kerala	SELECT
Jithin	jithinkv2000@gmail.com	SCMS	Kerala	SELECT
Kajal	kajalct23@gmail.com	SCMS	Kerala	SELECT
Bhavya	bhavyajinaraj@gmail.com	SCMS	Kerala	SELECT
Rachna	rachnamathews6@gmail.com	SCMS	Kerala	SELECT
Vaibhav	vaibhavnair008@gmail.com	SCMS	Kerala	SELECT
Nimisha	nimishakuriachan@gmail.com	SCMS	Kerala	SELECT
Joshvvin	joshvvinjoshy@gmail.com	SCMS	Kerala	SELECT
Telvin	telvinten7@gmail.com	SCMS	Kerala	SELECT
Rohith	rohith771416@gmail.com	SCMS	Kerala	SELECT
Joemon	joechirayath3009@gmail.com	SCMS	Kerala	SELECT
Nisha	nishabcalcutta@gmail.com	SCMS	Kerala	SELECT
Nivya	nivuantony@gmail.com	SCMS	Kerala	REJECTED
Sanjana	sanjanavarghese47120@gmail.com	SCMS	Kerala	REJECTED
Abhishek	abhishekpuresh@gmail.com	SCMS	Kerala	REJECTED
Yadhukrishnan	yadhukrishnanr4@gmail.com	SCMS	Kerala	REJECTED
Rohit	rohitbineesh007@gmail.com	SCMS	Kerala	REJECTED
Shon	shonsaji15@gmail.com	SCMS	Kerala	REJECTED
Sagar	sagarnjr2255@gmail.com	SCMS	Kerala	REJECTED
Arya	aryaprakash097@gmail.com	SCMS	Kerala	REJECTED
Vani	vanikalangara@gmail.com	SCMS	Kerala	REJECTED
Yadukrishnan	yedhups@yahoo.com	SCMS	Kerala	REJECTED
Akshay	akshayviswam99@gmail.com	SCMS	Kerala	REJECTED
Shehzad	ibrahim.shehzad7@gmail.com	SCMS	Kerala	NO SHOW
Agheel	agheelnk@gmail.com	SCMS	Kerala	NO SHOW
Raheela	raheela1822@gmail.com	SCMS	Kerala	NO SHOW
Daniel	danielatwork311@gmail.com	SCMS	Kerala	NO SHOW
Gautham	gautham.salim.16@gmail.com	SCMS	Kerala	NO SHOW
Neeraj	neerajmallisseri@gmail.com	SCMS	Kerala	NO SHOW
Karthik	20karthik00@gmail.com	SCMS	Kerala	NO SHOW



sset last name <sset@scmsgroup.org>

TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

18 messages

Jesto Raphael <jesto.r@tcs.com>

Fri, Jul 23, 2021 at 12:08 PM

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

Dear Sir/Madam,

Greetings from TCS!

The banner features the TCS logo and the word 'Careers' in a large, bold font. Below this, the text 'We're building greater futures' is displayed. The main headline reads 'Registrations open for TCS Ninja Hiring'. To the right, a man in a light blue shirt is shown smiling while looking at a laptop. The background is dark with abstract geometric shapes and patterns. On the right side, the tagline 'Building on belief' is written in a smaller font.

tcs Careers

Building on belief

We're building greater futures

**Registrations open for
TCS Ninja Hiring**

Inviting YoP- 2022 engineering graduates
to start big

Registration end date:
15th August 2021

Link: <https://on.tcs.com/3rbqRLz>

Test Date: 30th August onwards

Eligibility: B.E. / B.Tech / M.E. /
M.Tech / MCA / M.Sc

Spread the word

Link to Register: <https://on.tcs.com/2UNpp6g>**Registration end date :** 15th August 2021

Thanks and Regards
Jesto Raphael
Talent Acquisition Group- Kerala
TATA Consultancy Services
TCS Centre SEZ Unit,
Infopark PO,
Kochi - 682042
India

Mailto: jesto.r@tcs.comWebsite: <http://www.tcs.com>

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Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

SSET <sset@scmsgroup.org>

Fri, Jul 23, 2021 at 12:18 PM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:03 PM

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshaik658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanraj@gmail.com, aswathypn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohitivr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadv71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsont77@gmail.com, thasnic2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **havigovinds2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Final-Recipient: rfc822; havigovinds2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmatthew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **sreeparvathink@yahoo.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled (554.30).

Final-Recipient: rfc822; sreeparvathink@yahoo.com

Action: failed

Status: 5.0.0

Remote-MTA: dns: mta7.am0.yahoodns.net. (67.195.228.106, the server for the domain yahoo.com.)

Diagnostic-Code: smtp; 554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled

(554.30).

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamdream@gmail.com, fahimfathima12@gmail.com, fashnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuanthony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohitv47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:05 PM

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavioldavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunjr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmoht123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadhr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

----- Forwarded message -----

From: Jestto Raphael <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:06 PM

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaruraj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanujasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujaluluju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekravabhu@gmail.com, achintprakash008@gmail.com,

ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohithshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

----- Forwarded message -----

From: **Jesto Raphael** <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:06 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **abhijiithus04@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Final-Recipient: rfc822; abhijiithus04@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuras_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadthuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com,

gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com
Cc:
Bcc:
Date: Sat, 24 Jul 2021 12:06:58 +0530
Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations
----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **raghurar_2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Final-Recipient: rfc822; raghurar_2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinn@gmail.com, mohammedyasinn@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghurar_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanaf7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **geethapvmtr@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Final-Recipient: rfc822; geethapvmtr@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanaf7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmarca@gmail.com, naveenmuttath@gmail.com, nesmaipalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM

Address not found



Your message wasn't delivered to **rfasu8@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Final-Recipient: rfc822; rfasu8@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadthuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuttath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:14 PM

To: amal.messi7@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, ABHIRAMSHIVANI@gmail.com, abhiram2001@gmail.com, abhiroopchandran2000@gmail.com, deepasureshnambiar@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, pnmahesh69@rediffmail.com, xavieralbert33@gmail.com, tomv04@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames99@rediffmail.com, amalrafy2000@gmail.com, anakhvalsan215@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjun.ajuz.369@gmail.com, arunraju148@gmail.com, athulprakashan1@gmail.com, athulmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepu10pmonon@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, alfinmartin77@gmail.com

----- Forwarded message -----

From: **Jesto Raphael** <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sun, Jul 25, 2021 at 1:17 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 46 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Last-Attempt-Date: Sun, 25 Jul 2021 00:47:58 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sun, Jul 25, 2021 at 3:17 PM

To: sset@scmsgroup.org



Delivery incomplete

There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 44 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmt

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmt

Last-Attempt-Date: Sun, 25 Jul 2021 02:47:26 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyaugustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudye108@gmail.com, saleena.anwar@gmail.com, hammadabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Mon, Jul 26, 2021 at 12:39 PM

Delivery incomplete



There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmt

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmt

Last-Attempt-Date: Mon, 26 Jul 2021 00:09:38 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavi david2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunjr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajulyia8@gmail.com, meghajayaprakash112@gmail.com, cloudye108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihalo82latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesaroxx@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Mon, Jul 26, 2021 at 12:43 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Last-Attempt-Date: Mon, 26 Jul 2021 00:13:30 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Tue, Jul 27, 2021 at 1:33 PM



Recipient inbox full

Your message couldn't be delivered to **gayathrinishakp@gmail.com**. Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct

452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 01:03:01 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Tue, Jul 27, 2021 at 4:08 PM

To: sset@scmsgroup.org



Recipient inbox full

Your message couldn't be delivered to **2449088@gmail.com**.
Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Final-Recipient: rfc822; 2449088@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 03:38:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavi david2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, fero seanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashin joseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristy augustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hari prasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, niha1082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----



sset last name <sset@scmsgroup.org>

TCS Ninja National Level Mock Test | TCSNQTprep.COM

5 messages

Prabhu Channel B.Tech N <trainers@channelbtech.in>
To: "Channel B.Tech Prabhu" <trainers@channelbtech.in>
Bcc: sset@scmsgroup.org

Fri, Aug 13, 2021 at 9:23 AM

Dear Professor,

For the students appearing for TCS Ninja Drive from Aug 30, we are organizing a **NATIONAL LEVEL MOCK TEST** on **15 Aug 2021**.

Students can enroll for this FREE test here:

<https://tcsnqtprep.com/tcs-ninja-mock-test>**Test timings: (15 Aug 2021)**

5:00 pm to 5:40 pm - Numerical Ability (26 Qs)
5:45 pm to 6:15 pm - Verbal Ability (24 Qs)
6:20 pm to 7:10 pm - Reasoning Ability(30Qs)
7:15 pm to 7:30 pm - Programming MCQs (10 Qs)

Last date to register: 15 Aug 2021, 12:00 pm

Kindly share this information with the students.

Results of this exam will be published on 16 Aug 2021, before 10 am here: <https://tcsnqtprep.com/tcs-ninja-mock-test>

Regards

Pragadeeswara Prabhu
Co-Founder,
Channel B.Tech,
Coimbatore, Tamil Nadu.

Mobile:

Prabhu - 9566634509

Balakrishna - 9600558967

Websites:

<https://www.tcsnqtprep.com><https://home.channelbtech.in>Youtube: <https://www.youtube.com/channelbtech>

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 9:24 AM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 9:36 AM

Madam,

PI forward to all 2022 students.

Regards,

Jayanand B

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:19 AM

To: abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusel10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnjr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghanaravikumar108@gmail.com, mjroth2000@gmail.com, mohamedaslam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihalo82latheeffmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com, abhisheknambiar8589@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavieralbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalrafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, sreegautham129@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaynambiar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavaya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com

----- Forwarded message -----

From: **Prabhu Channel B.Tech N** <trainers@channelbtech.in>

Date: Fri, Aug 13, 2021 at 9:23 AM

Subject: TCS Ninja National Level Mock Test | TCSNQTTPREP.COM

To: Channel B.Tech Prabhu <trainers@channelbtech.in>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:23 AM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathy2000@ieee.org, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com,

merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandनाविल@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijithus084@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfaslu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, stelvingeorge@yahoo.in, vighnesh.satheesan@gmail.com, yadukris1998@gmail.com, klaiswarya@gmail.com, aiswaryaviswanathan1998@gmail.com, rose.aneesha97@gmail.com, am.anjalianju@gmail.com, ANJANA K R <anjanakr98@gmail.com>, annmariasunny@gmail.com, anupamageorge18@gmail.com, ashi.ashitha04@gmail.com, athulyaharidas97@gmail.com, basilmbinu@gmail.com, devikardas04@gmail.com, fathi221998@gmail.com, jude999.jvm@gmail.com, krishnaunnikrishnan.1995@gmail.com, merrystar96@gmail.com, midhunasadudersanan@gmail.com, parvathysindhus@gmail.com, poojagirish9797@gmail.com, remyavjohn25@gmail.com, shraddharaveendran@gmail.com, sreee1197@gmail.com, thanseeahakk@gmail.com, varsha7667@gmail.com, vyshnavypillai@gmail.com, abibarwin@gmail.com, theckanathagnes@gmail.com, aishwarya.aishu2101@gmail.com, alnadmanjaly10@gmail.com, anjanaragh@gmail.com, aswathysatheeshkumar5@gmail.com, brigitfranciso7@gmail.com, divyabalankhd@gmail.com, julia.koshy@gmail.com, meerasasi11@gmail.com, lamypj666@gmail.com, namithagvr@gmail.com, nayanambenoy@gmail.com, poojakannan80897@gmail.com, rejithaanil@gmail.com, roshnarajeev1997@gmail.com, sidharthharidas1996@gmail.com, srjshine421997@gmail.com, aryaprakash097@gmail.com, jibinlks007@gmail.com, rajalakshmi.raji1999@gmail.com, sajna.sulaiman92@gmail.com, abhishekn4454@gmail.com, adithyan739@gmail.com, aijojohn99@gmail.com, akhilmadhu81@gmail.com, akshayanil16@gmail.com, 07anaghaajayan@gmail.com, anurajendrannp1999@gmail.com, anannyanirmalan@gmail.com, angel1998sunny@gmail.com, anjuanjali22132@gmail.com, ardraprasad1999@gmail.com, Athiravenugopal128@gmail.com, chithu00keloth@gmail.com, gayathriramachandran007@gmail.com, himavijay2@gmail.com, jinsxaviour@gmail.com, joepaulppoulose75940@gmail.com, malavikanm99@gmail.com, mariyaac1999@gmail.com, merlinelsa555@gmail.com, muhammedsajidms369@gmail.com, reshmacmenon19@gmail.com, sandramohan1998@gmail.com, sarathkrishnan367@gmail.com, shilpasreedharan23@gmail.com, shimasunilkumar@gmail.com, lechu4646@gmail.com, srutheeshnaunni@gmail.com, vanikalangara@gmail.com, aiswaryacp2@gmail.com, alee66joseph@gmail.com, angelmariyababulib@gmail.com, jefsonjacob98@gmail.com

[Quoted text hidden]



Offer: Computer Consultancy

Ref: TCSL/DT20218153893/Trivandrum

Date: 03/11/2021

Mr. Rohith M

Anitha'S , 28/456 , Girinagar Enclave , Kadavanthra - Kochi-682020Girinagar Enclave,
Kseb Girinagar,
Cochin-682020,
Kerala.
Tel# -

Dear Rohith M,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218153893

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi-682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Rohith M
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218154714/Trivandrum

Date: 03/11/2021

Mr. Ryan Geo Manoj
House No: 57/B, Pc RoadAzad Road, Kaloor,
Jnu Stadium,
Erankulam-682017,
Kerala.
Tel# 91-7012605607

Dear Ryan Geo Manoj,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218154714

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi-682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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TCSL/DT20218154714

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Ryan Geo Manoj
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218195790/Trivandrum

Date: 03/11/2021

Mr. Sanju Saju
Puthussery House Puthussery House,
Near Kovatt Temple,
Ernakulam-683578,
Kerala.
Tel# 91-9847280008

Dear Sanju Saju,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218195790

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO, Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunjeri PO, Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Sanju Saju
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218154142/Trivandrum

Date: 03/11/2021

Mr. Shon Saji
Mangalath (H), Irumpanam P.O, Karingachira, Ernakulam,,
Opposite St.George Cathedral Church,
Ernakulam-682309,
Kerala.
Tel# -

Dear Shon Saji,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218154142

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Shon Saji
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



sset last name <sset@scmsgroup.org>

Placement officers Wipro II Launch of Elite NTH Hiring FY'22

5 messages

Dr. Brijesh John <brijeshjohn123@gmail.com>

Thu, Sep 23, 2021 at 7:37 PM

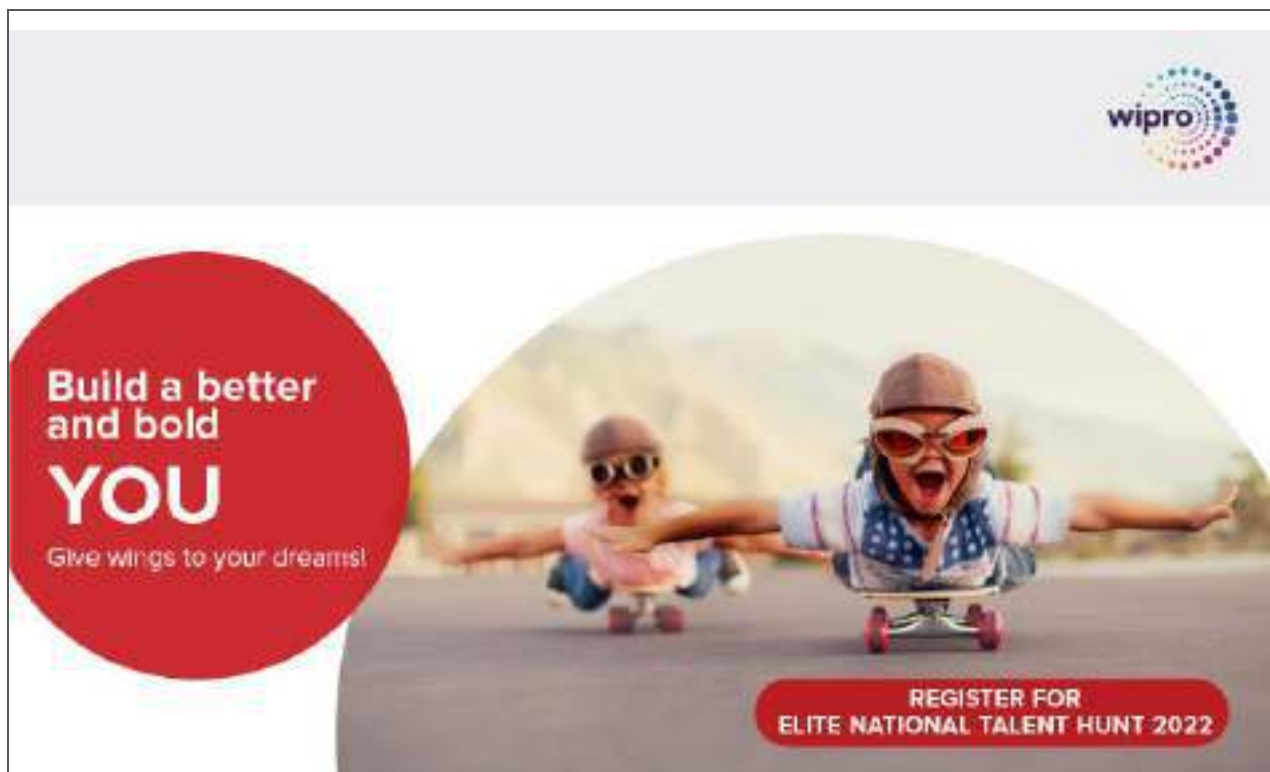
To: placementofficers <placementofficers@googlegroups.com>

FYI

Dr. Brijesh George John
Associate Professor & Head - Corporate Relations
Marian College, Kuttikkanam
Director - Placements, Marian International Institute of Management
Chairman - Placement Officers Kerala Consortium
International Trainer, Career Expert, Author and Social Media Influencer
<https://www.youtube.com/BrijeshGeorgeJohn>
Founder & CEO - www.JobsBrij.com , <https://BrijeshAcademy.com/>
Dy. GM - IPSR Solutions Ltd

Dear Dr Brijesh,

We have scheduled the test for National Talent Hunt between 25th Sep-27th Sep. Candidates will receive the Superset credentials for the assessment on their registered mail id. Kindly cascade this message to all the eligible colleges.

**Launch of ELITE National Talent Hunt Hiring FY'22**

Dear Gopalakrishnan T M,

Greetings from Wipro!

Hope you and your family are healthy and safe.



We are pleased to announce the launch of Wipro **Elite National Talent Hunt FY'22**.

Elite National Talent Hunt 2022 is a fresher's hiring initiative to attract the best of 2022 engineering talent across the country. The objective of this initiative is to enable an equal opportunity for employment to the most deserving engineering talent in India. An enthusiastic engineering candidate should not miss this opportunity to be part of an exciting journey with Wipro!

The massive success of this programme over the last 2 years has driven us to come back with a greater zeal for a greater cause.

The unique differentiator of this model is the equal employment opportunity for any student irrespective of their college. Engineering Graduates across the nation can participate in the Wipro National Talent Hunt. This programme is designed to be easily accessible and is open to Engineering Graduates who are looking forward to establish themselves in the IT industry; all one needs is determination and the attitude to learn.

Please find below the Eligibility Criteria:-

	Key Features & Eligibility criteria
Eligibility	<ul style="list-style-type: none"> 10th Standard – minimum 60% 12th Standard – minimum 60% Graduation 60% or 6.0 CGPA OR Equivalent as per their University Guidelines Only full time education is allowed Correspondence and distance learning courses throughout the academics are not allowed Max of 1 active backlog till the offer stage. Offers will be meted out subject to all backlog clearances
Year of Passing	2022 ONLY (max 3 years of GAP in education allowed from 10th to graduation) No Gaps are allowed in Graduation period. Graduation should be completed within 4 years from the start of the Graduation
Qualification	BE/ B. Tech (Compulsory Degree) 5 Years Integrated M. Tech Branch of Study- All Streams allowed except the following Fashion, Food, Textile and Agriculture, Printing, Pulp Engineering / Technology streams No MBA
Selection Process	 Online Assessment  Business Round
Compensation	INR 3.5 Lakh
Service Agreement	Agreement period is 12 months from the joining date. The candidate will be liable to pay a sum of 75000 INR on pro rata basis if leaves the organization before 1 year for breaching the service agreement.

Registration Link :- <https://app.joinsuperset.com/company/wipro/elite-national-talent-hunt.html>

Online Assessment Date :- 25th September'21- 27th September'21

Last Date for registration :- 15th September'21

#ELITENTHProgramme2022 #WiproCampusHiring2022

Regards,
Global Campus Hiring Team,
Wipro Limited



Regards,

Preety

Wipro Limited |



"Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com"

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SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 8:34 PM

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Sep 24, 2021 at 10:07 AM

Madam,

PI forward to all 2022 batch students.

Regards,

Jayanand B
[Quoted text hidden]

SSET <sset@scmsgroup.org> Fri, Sep 24, 2021 at 10:19 AM
To: abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroseanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusse10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnjr8@gmail.com, ashinoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghananaravikumar108@gmail.com, mjrroth2000@gmail.com, mohamedaslam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihal082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushtam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbaisithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com,

abhisheknambiar8589@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavialbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalfay2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmanner@gmail.com, athulsajeew992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijum@gmail.com, christopherthatil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaypnbambar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yaduraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Sep 24, 2021 at 10:19 AM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhi02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanraj@gmail.com, aswathy2000@ieee.org, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvijnoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, niithin150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandanavil@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvsv71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathykljin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavioldavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijithus084@gmail.com, abhiramkv009@gmail.com, abhishekvrbhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfaslu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, stelvingeorge@yahoo.in, vighnesh.satheesan@gmail.com, yadukris1998@gmail.com

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sset last name <sset@scmsgroup.org>

Fwd: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

4 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>
Cc: Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 6:15 PM

----- Forwarded message -----

From: **Preeti Kumari (Human Resources)** <preety.kumari4@wipro.com>

Date: Thu, Sep 23, 2021 at 5:45 PM

Subject: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

To:

Cc: Binoy K (Talent Acquisition) <binoy.k08@wipro.com>, Lavanam Amballa (Human Resources) <lavanam.amballa@wipro.com>

Dear Academic Partners,

Kindly share this mailer to all your eligible students and ask them to register before the deadline.

**Launch of ELITE National Talent Hunt Hiring FY'21**

Dear Academic Partner,

Greetings from Wipro!

Elite National Talent Hunt 2021 (NTH) is a fresher's hiring initiative to attract the best of 2021 engineering talent across the country. The objective of this initiative is to enable an equal opportunity for employment to the most deserving talent from Computer Science, Information Technology & Circuital Engineering streams in India. An enthusiastic engineering candidate should not miss this opportunity to be part of an exciting journey with Wipro!

Eligible candidates can register [HERE](#)

Registration Deadline: 06th October, 2021

Please find below the Eligibility Criteria:-

	Key Features & Eligibility criteria
Eligibility	10th Standard – minimum 60% 12th Standard – minimum 60% Graduation 65% or 6.5 CGPA OR Equivalent as per their University Guidelines
Year of Passing	2021 ONLY
Qualification	BE/ B. Tech (Compulsory Degree)/5 Years Integrated M. Tech Branch of Study- All Streams allowed except the streams from Fashion, Food, Textile and Agriculture. No MBA
Selection Process	Every eligible candidate must go through below online assessment, below details appended for your reference Online Assessment (128 minutes) comprising of 3 sections: <ul style="list-style-type: none"> • Aptitude Test – Logical Ability, Quantitative Ability , English (verbal) Ability. Duration: 48 mins • Written Communication Test – Essay writing. Duration: 20 mins • Online Programming Test – Two programs for coding. Duration: 60 mins • Candidate can chose any one of programming language for coding test: Java, C, C++ or Python It is entirely the responsibility of Wipro to permit/limit the participation of each candidate in the Elite National Talent Hunt 2021 recruitment process. After passing the online tests, candidates will have to go through a Technical Interview and HR Interview .
Compensation	INR 3.5 Lakh
Service Agreement	Agreement period is 12 months from the joining date. The candidate will be liable to pay a sum of 75000 INR on pro rata basis if leaves the organization before 1 year for breaching the service agreement.
Other Criteria	<ul style="list-style-type: none"> • Maximum of 3 years of education gap, if any, is allowed between 10th Standard and Graduation. • Should be from a Full-time Degree course recognized by the Central/State Government of India. • No Part time or Correspondences or Distance learning education in either 10th or 12th or Degree. • No backlogs / Standing arrears allowed. • Candidates who have participated in any selection process held by Wipro in the last six months are not eligible. • Should be an Indian Citizen or should hold a PIO or OCI card, in the event of holding a passport of any other country.

- Bhutan and Nepal Nationals need to submit their citizenship certificate.

All registrations received shall be checked for eligibility as per Wipro Guidelines.

Reservations Parameters and selection procedure belongs solely to the discretion of Wipro. Wipro is not obligated to disclose any information at any stage of the selection process. Wipro also reserves the right to make an initial offer if the provisionally selected candidate does not meet certain conditions, which are a prerequisite for employment. Wipro also reserves the right to be held liable to any candidate if he/she is found to be involved in any illegal activity, for example: misperception, fraud, production of illegal documents, etc.

Wipro will inform candidates about the results of the recruitment by individual e-mails or other means of communication provided by individual candidates.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

If you have any questions/concerns, please contact manager.campus@wipro.com with the subject "Elite NTH 2021" and same will be responded within 3 working days.

Regards,
Global Campus Hiring
Wipro Limited



Regards,

Preety

Campus Lead Wipro

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Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

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Series Editor - IEEE Transactions on Intelligent Transportation Systems
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Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

Thu, Sep 23, 2021 at 6:55 PM

To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>

Thu, Sep 23, 2021 at 7:00 PM

To: SSET <sset@scmsgroup.org>

Madam,

PI forward to 2021 students.

Jayanand B

----- Forwarded message -----

From: **Dr. Varun G Menon** <varunmenon@scmsgroup.org>

Date: Thu, Sep 23, 2021 at 6:15 PM

Subject: Fwd: Elite NTH 2021 II Registration Ends on 06th October II Hurry UP!

To: SSET <sset@scmsgroup.org>

Cc: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Thu, Sep 23, 2021 at 8:40 PM

To: aswinremeshch1@gmail.com, poojaspisharady@gmail.com, agney.saidas7@gmail.com, ahalyabaiju542@gmail.com, ajserktp@gmail.com, akashmayoogham@gmail.com, alentbaburaj145@gmail.com, ajalvin007@gmail.com, anaghakj1999@gmail.com, annjakkara@gmail.com, ardra.souparnika@gmail.com, arjunsuresh1999@gmail.com, ashilkb584@gmail.com, dheeshnamd4u@gmail.com, veeyaestores@gmail.com, hariharanv72@gmail.com, k4krishnanath@gmail.com, maneeshappus@gmail.com, msuhaib010@gmail.com, zaheerceevee@gmail.com, prem.kitchu@gmail.com, kannanth97@gmail.com, abraham28rob@gmail.com, sarathnair30@outlook.com, shilpasekhar99@gmail.com, shimilkeldose05@gmail.com, snehanambiar7120@gmail.com, sohanjames33@gmail.com, brsreerajbr@gmail.com, stenbenny02@gmail.com, vikhneshkrishna@gmail.com, vichu.tycoon007@gmail.com, vinaydeo1999@gmail.com, vinaystephen1@gmail.com, vinilvarghesethecr7@gmail.com, vishnugopidas12@gmail.com, vishnu787vp@gmail.com, dennycjose@gmail.com, amalpod1999@gmail.com, amalposeidon@gmail.com, anjalikrishnan11@gmail.com, anjanaksaju97@gmail.com, ardraanil@gmail.com, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com, athulyakt69@gmail.com, dilukp1997@gmail.com, geetikagopinath99@gmail.com, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, tejasjc99@gmail.com, jomelthomas007@gmail.com, abishekjose1@gmail.com, akshay007ajith@gmail.com, amaldevmlal4@gmail.com, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anjali99vinod@gmail.com, christinthaanna06@gmail.com, aswinscorpion@gmail.com, aswinshaji1141@gmail.com, atulvenu666@gmail.com, bharathkadungoth@gmail.com, elvintheakkanath@gmail.com, fathimaHussain24@gmail.com, harikrishnamg97@gmail.com, harikrishnanveluthattu@gmail.com, harithababu1998@gmail.com, jayeshmohan0@gmail.com, manulaby1999@gmail.com, rizanmohd234@gmail.com, mohammedawaz222@gmail.com, nakashfz19@gmail.com, rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, sai1079ofz@gmail.com, shibinmadathingal1998@gmail.com, shiyasshamz@gmail.com, shojojohnson18@gmail.com, sreelalm1999@gmail.com, tritinthomas@gmail.com, vishnuabl2@gmail.com, ayeeshwanand@gmail.com, akhiltom1999@gmail.com, amalharidas333@gmail.com, anandpp489@gmail.com, anandakrishnan.indian@gmail.com, anandakrishnankichu123@gmail.com, ananthukodamala@gmail.com, aneeshmenon6658@gmail.com, anelthomas1999@gmail.com, anubhav.s27@gmail.com, aragan.arjund.aryts@gmail.com, aveeshajith23@gmail.com, basiljohn1998@gmail.com, gokulkrishnagkv2@gmail.com, ihsansalim08@gmail.com, joemonct04@gmail.com, madhav.hari.007@gmail.com, jasimpk8@gmail.com, munees9497@gmail.com, nithishnsunil@gmail.com, nikhilnikku528@gmail.com, nivilroybl@gmail.com, prajulmp389@gmail.com, sachinn890@gmail.com, swarajthankan@gmail.com, tinson200tt@gmail.com, antony2525@gmail.com, vishnusajeev3@gmail.com, jesvinoc729@gmail.com, navaneethgspba@gmail.com, basithabdulbasith275072@gmail.com, Abhijith Menon <kannankedaram@gmail.com>, ccabhilash20@gmail.com, adarshprabhakar639@gmail.com, adwaitkaravettakudy999@gmail.com, afthabmohammed18@gmail.com, aramanaakash@gmail.com, muhammedfarhan777@gmail.com, akhilsaji27@gmail.com, akshay12@gmail.com, akshayrko.j@gmail.com, albigeorge2012@gmail.com, albinanthikattu@gmail.com, alkkeshkrishnatb@gmail.com, amalkrishnalassery@gmail.com, amarchaithram@gmail.com, am.anagha.120@gmail.com, anandhu2724@gmail.com, anandsivan1999@gmail.com, anantha111noir@gmail.com, anstonsejotharayil@gmail.com, aravindnbsuresh@gmail.com, arjunsonu1999@gmail.com, arjunpb3@gmail.com, arjunrk87@gmail.com, arjuns2255@gmail.com, ashish.george.biju@gmail.com, ashwinbvisvishnu@gmail.com, aswanthr2323@gmail.com, ashwathy0124@gmail.com, aswinbmohan7@gmail.com, aswinshaj@gmail.com, athulm@outlook.com, avineshvilasan1@gmail.com, 1234berton@gmail.com, bharathjairajsh@gmail.com, blznvar@gmail.com, silentbrynetom@gmail.com, cskrishnadas666@gmail.com, dxnpaultheakkanath@gmail.com, fahadshihab@gmail.com, fazeelahmed070@gmail.com, gauthamkrishna111333@gmail.com, 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sabesankannan1999@gmail.com, sachilsanath@gmail.com, saffinjoshi78055@gmail.com, sangeethbabu53@gmail.com, sarangknp@gmail.com, sarathsnair786@gmail.com, sarathrks11@gmail.com, sebinab33@gmail.com, shadinsalmanvk007@gmail.com, sekhar.s.soman@gmail.com, sidharthbabu2255@gmail.com, sidhuidtcr16@gmail.com, souravbhaskaran52@gmail.com, sreeharirajankk@gmail.com, sreeharismenon111@gmail.com, sreeharsh28012000@gmail.com, sreeram.dev3@gmail.com, togintom18@gmail.com, varunbalan99@gmail.com, unns7357@gmail.com, vishnuv044@gmail.com, abhijithsreekumar777@gmail.com, abishekvijayakumar@gmail.com, josephadarsh10@gmail.com, aishwaryamenon393@gmail.com, ajalashal68@gmail.com, akshaysuresh549@gmail.com, alanaju1990@gmail.com, alandavidjoseph@gmail.com, amalnelkkara064@gmail.com, sia.venus@gmail.com, amruthakr99@gmail.com, anaghaap1999@gmail.com, anaghasre@gmail.com, kiliboy7810@gmail.com, getanandu716@gmail.com, aneesfahim77@gmail.com, angeleliyajoy31@gmail.com,

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----- Forwarded message -----

From: **Jayanand B** <jayanand@scmsgroup.org>

Date: Thursday, September 23, 2021

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

2 messages

Mohammed Fayaz <mohammedfayaz132676@gmail.com>
To: SSET <sset@scmsgroup.org>

Wed, Nov 17, 2021 at 3:54 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jao6-c288fdd063@talent.icims.com>
Date: Fri, 12 Nov, 2021, 11:48 am
Subject: Wipro Campus Update_LOI
To: <mohammedfayaz132676@gmail.com>

November 12, 2021

Dear Mohammed Fayaz ,
Resume Number - 23076869

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to mohammedfayaz132676@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=3EA423076869&contactId=14266135>

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SSET <sset@scmsgroup.org>

Wed, Nov 17, 2021 at 3:55 PM

To: Mohammed Fayaz <mohammedfayaz132676@gmail.com>

Thanku fayaz

Placement

SSET

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Hiring Update

2 messages

NEIL JOLLY <neiljolly9@gmail.com>
To: sset@scmsgroup.org

Wed, Nov 17, 2021 at 5:14 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2maws-2b08dba13f@talent.icims.com>
Date: Wed, Nov 17, 2021, 14:43
Subject: Wipro Campus Hiring Update
To: <neiljolly9@gmail.com>



Dear NEIL JOLLY,

With immense pleasure we are sharing that you will be part of Campus Program which has a special bonus and aided career path for campus hires in Elite. The below emails explain the bonus part of the program, on careers you will get more information when you join.

As per this program, in addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

**Thank you,
Global Campus Hiring Team**

We are an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, gender identity, sexual orientation, disability status, protected veteran status, or any other characteristic protected by law.

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This message was sent to neiljolly9@gmail.com. If you don't want to receive these emails from this company in the future, please go to: <https://wipro.icims.com/icims2/?r=E31923076663&contactId=14544057>

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SSET <sset@scmsgroup.org>
To: NEIL JOLLY <neiljolly9@gmail.com>

Wed, Nov 17, 2021 at 8:16 PM

Thank you Neil
Placement SSET
[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

2 messages

Nisha Benny <nishabcalcutta@gmail.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Fri, Nov 12, 2021 at 2:20 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2ja5y-be5b253ce1@talent.icims.com>

Date: Fri, Nov 12, 2021, 11:40 AM

Subject: Wipro Campus Update_LOI

To: <nishabcalcutta@gmail.com>

November 12, 2021

Dear Nisha Benny ,
Resume Number - 23071198

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

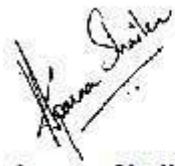
COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to nishabcalcutta@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=53C423071198&contactId=14265054>

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SSET <sset@scmsgroup.org>

Fri, Nov 12, 2021 at 2:44 PM

To: Nisha Benny <nishabcalcutta@gmail.com>

Dear Nisha,
Congratulations
Thank you
Placement cell
SSET

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

2 messages

Pranav Rk <pranavraki@gmail.com>
To: SSET <sset@scmsgroup.org>

Tue, Nov 16, 2021 at 7:40 AM

Hi,
I'm forwarding the offer letter I've received from wipro below.

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2j9m7-e21c5876cc@talent.icims.com>
Date: Fri, 12 Nov 2021, 11:33 am
Subject: Wipro Campus Update_LOI
To: <pranavraki@gmail.com>

November 12, 2021

Dear Pranav Ramakrishnan ,
Resume Number - 23070494

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
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Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to pranavraki@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=4C6E23070494&contactId=14265054>

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SSET <sset@scmsgroup.org>
To: Pranav Rk <pranavraki@gmail.com>

Mon, Nov 15, 2021 at 3:42 PM

thank you pranav
placements
sset

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

1 message

Raheela NA <raheela1822@gmail.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Wed, Nov 17, 2021 at 2:53 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jbv4-5afcc63ab1@talent.icims.com>

Date: Fri 12 Nov, 2021, 12:00 PM

Subject: Wipro Campus Update_LOI

To: <raheela1822@gmail.com>

November 12, 2021

Dear Raheela . ,
Resume Number - 23074728

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
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Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to raheela1822@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=53A323074728&contactId=14266135>

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sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

1 message

Regish George <regish.george2000@gmail.com>
To: sset@scmsgroup.org

Wed, Nov 17, 2021 at 9:20 AM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jbuj-aa8d961133@talent.icims.com>

Date: Fri, 12 Nov 2021, 12:00

Subject: Wipro Campus Update_LOI

To: <regish.george2000@gmail.com>

November 12, 2021

Dear Regish George ,
Resume Number - 23074772

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
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Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to regish.george2000@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=9A0023074772&contactId=14266135>

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sset last name <sset@scmsgroup.org>

Fwd: Wipro Campus Update_LOI

1 message

Sagar <sagarnjr2255@gmail.com>
To: sset@scmsgroup.org

Wed, Nov 17, 2021 at 11:06 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2jc40-d9ca950ee1@talent.icims.com>

Date: Fri, Nov 12, 2021 at 12:02 PM

Subject: Wipro Campus Update_LOI

To: <sagarnjr2255@gmail.com>

November 12, 2021

Dear Sagar Narendranath ,
Resume Number - 23074314

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

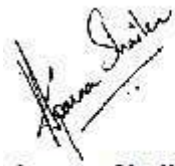
COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
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Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to sagarnjr2255@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=6CAE23074314&contactId=14266135>

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sset last name <sset@scmsgroup.org>

Invitation to participate in Infosys Campus Recruitment Program for 2021-22

5 messages

Abraham Ettumanookaran <abraham.e@infosys.com>

Fri, Aug 27, 2021 at 10:53 AM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>



Dear Professor,

Greetings from Infosys! Hope you and your loved ones are doing well.

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,600+ clients in more than 50 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,65,000+ employees makes this happen.

We have a [signature strategy](#) to help our employees move forward by inspiring them to build technology solutions for the future, making sure their career never stands still, and navigating further together.

We are keen to partner with your institute for the **Infosys Campus Recruitment Program 2021-22**. Engineering students from the 2022 batch will be hired for the role of **Systems Engineer** through this program.

The Systems Engineer role at Infosys requires expertise in core skills for the IT industry to design and develop standalone applications and provide application support. Systems Engineers are deployed across the business units of Infosys to manage legacy applications by focusing on programming languages and building system capabilities, user interfaces, and transactional services. The compensation for this role is INR 3.6 lakhs per annum.

Infosys Campus Recruitment Program will be conducted in a phased manner comprising of **Infosys online test and virtual interview**. Candidates who clear the Infosys online test will proceed to the interview round. Details of the online test are:

Total test duration – 100 minutes

Section	Skill tested	Number of questions	Time allocated
Section I	Reasoning Ability	15	25 minutes
Section II	Mathematical Ability	10	35 minutes
Section III	Verbal Ability	20	20 minutes
Section IV	Pseudocode	5	10 minutes
Section V	Puzzle Solving	4	10 minutes

Eligibility criteria for the program has been attached to this mail.

Kindly nominate eligible students from your institute by sharing their details in the attached 'Student Data Sheet' latest by Tuesday, August 31, 2021. Please note, our processes are system-driven hence, we will not be able to take in nominations after the last date.

In case of any queries, please feel free to contact me.



We look forward to a successful partnership with your institute.

Best regards,

Abraham John
Talent Acquisition
Infosys Limited

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2 attachments



-  **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K
-  **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Fri, Aug 27, 2021 at 11:00 AM

[Quoted text hidden]

2 attachments

-  **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K
-  **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>

Sat, Aug 28, 2021 at 2:34 PM

To: abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroseanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusel10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnjr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, meghanaaravikumar108@gmail.com, mjrohith2000@gmail.com, mohamedaslam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihal082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushtam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com, abhisheknambar8589@gmail.com, abinantonny1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavieralbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalrafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmanneri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijum@gmail.com, christopherthattil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, sreegautham129@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, riithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhshivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yaduraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com,

anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahala007@gmail.com, sssavi david2000@gmail.com, steevermarkose@gmail.com, vishnum241999@gmail.com

Dear students,

A spreadsheet will be shared following this mail wherein the details asked for needs to be filled. A kind request to take advantage of this placement drive as it is a prestigious one. The on boarding is also done immediately after the final 8th semester examinations.

Thanks and best of luck.

Placement cell.

----- Forwarded message -----

From: **Abraham Ettumanookaran** <abraham.e@infosys.com>

Date: Friday, August 27, 2021


Subject: Invitation to participate in Infosys Campus Recruitment Program for 2021-22

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>

[Quoted text hidden]

2 attachments

 **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K

 **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>

Sat, Aug 28, 2021 at 2:38 PM

To: "abhijithkrishnaer15@gmail.com" <abhijithkrishnaer15@gmail.com>, "abhinaya1@ieee.org" <abhinaya1@ieee.org>, "abhianil032@gmail.com" <abhianil032@gmail.com>, "rajanabhishek121@gmail.com" <rajanabhishek121@gmail.com>, "agheelnk@gmail.com" <agheelnk@gmail.com>, "shradhakhil02@gmail.com" <shradhakhil02@gmail.com>, "akshairk658@gmail.com" <akshairk658@gmail.com>, "akshayshilesh22@gmail.com" <akshayshilesh22@gmail.com>, "akshayviswam99@gmail.com" <akshayviswam99@gmail.com>, "antonyamal635@gmail.com" <antonyamal635@gmail.com>, "amalhafiz123@gmail.com" <amalhafiz123@gmail.com>, "samarnath9846@gmail.com" <samarnath9846@gmail.com>, "aminshafiq14@gmail.com" <aminshafiq14@gmail.com>, "anandhuks109@gmail.com" <anandhuks109@gmail.com>, "maryjandria@gmail.com" <maryjandria@gmail.com>, "anitamartin0811@gmail.com" <anitamartin0811@gmail.com>, "anupoly101@gmail.com" <anupoly101@gmail.com>, "aparnarang98@gmail.com" <aparnarang98@gmail.com>, "arjuns62709@gmail.com" <arjuns62709@gmail.com>, "aryancraj@gmail.com" <aryancraj@gmail.com>, "aswathy2000@ieee.org" <aswathy2000@ieee.org>, "bhavyajinaraj@gmail.com" <bhavyajinaraj@gmail.com>, "davisdaniel@gmail.com" <davisdaniel@gmail.com>, "dhilnamathews@gmail.com" <dhilnamathews@gmail.com>, "dhichu25@gmail.com" <dhichu25@gmail.com>, "diyajolly29072000@gmail.com" <diyajolly29072000@gmail.com>, "elvisthomas122@gmail.com" <elvisthomas122@gmail.com>, "fahimfathima12@gmail.com" <fahimfathima12@gmail.com>, "fasnahpanakkal@gmail.com" <fasnahpanakkal@gmail.com>, "fazaljabbar123100@gmail.com" <fazaljabbar123100@gmail.com>, "gautham.salim.16@gmail.com" <gautham.salim.16@gmail.com>, "gayathrinishakp@ieee.org" <gayathrinishakp@ieee.org>, "sreegayati@gmail.com" <sreegayati@gmail.com>, "gloryelias1999@gmail.com" <gloryelias1999@gmail.com>, "gracious932@gmail.com" <gracious932@gmail.com>, "harigovinds2000@gmail.com" <harigovinds2000@gmail.com>, "jacobbosy@gmail.com" <jacobbosy@gmail.com>, "madhavvenugopal1@gmail.com" <madhavvenugopal1@gmail.com>, "jithinkv2000@gmail.com" <jithinkv2000@gmail.com>, "johnjoy8656@gmail.com" <johnjoy8656@gmail.com>, "joshvvinjoshi@gmail.com" <joshvvinjoshi@gmail.com>, "kannakinatsenet@gmail.com" <kannakinatsenet@gmail.com>, "meeranandanam99@gmail.com" <meeranandanam99@gmail.com>, "merinmarysabu11@gmail.com" <merinmarysabu11@gmail.com>, "m.yasee33@gmail.com" <m.yasee33@gmail.com>, "mohammedfayaz132676@gmail.com" <mohammedfayaz132676@gmail.com>, "neerajmallisseri@gmail.com" <neerajmallisseri@gmail.com>, "neerajsagar1998@gmail.com" <neerajsagar1998@gmail.com>, "nimishakuriachan@gmail.com" <nimishakuriachan@gmail.com>, "nithin150@gmail.com" <nithin150@gmail.com>, "nivuantony@gmail.com" <nivuantony@gmail.com>, "parvathyvinod167@gmail.com" <parvathyvinod167@gmail.com>, "johandanavil@gmail.com" <johandanavil@gmail.com>, "praveenakp2018@gmail.com" <praveenakp2018@gmail.com>, "rachnamathews6@gmail.com" <rachnamathews6@gmail.com>, "raheela1822@gmail.com" <raheela1822@gmail.com>, "rahulmohan190@gmail.com" <rahulmohan190@gmail.com>, "regish.george2000@gmail.com" <regish.george2000@gmail.com>, "rohitbineeesh007@gmail.com" <rohitbineeesh007@gmail.com>, "rohitv19@gmail.com" <rohitv19@gmail.com>, "adithyavarma2000@gmail.com" <adithyavarma2000@gmail.com>, "sagarjnr2255@gmail.com" <sagarjnr2255@gmail.com>, "sananthk12@gmail.com" <sananthk12@gmail.com>, "sanjanavarghese47120@gmail.com" <sanjanavarghese47120@gmail.com>, "shahanashahu309@gmail.com" <shahanashahu309@gmail.com>, "sharathbijuknambiar@gmail.com" <sharathbijuknambiar@gmail.com>, "ibrahim.shehzad7@gmail.com" <ibrahim.shehzad7@gmail.com>, "shrinkabyv72@gmail.com" <shrinkabyv72@gmail.com>, "ss302382018@gmail.com" <ss302382018@gmail.com>, "silpapt2015@gmail.com" <silpapt2015@gmail.com>, "sonadv71@gmail.com" <sonadv71@gmail.com>, "souravpc3214@gmail.com" <souravpc3214@gmail.com>, "sree.sreeparu14@gmail.com" <sree.sreeparu14@gmail.com>, "suhailahmed223@gmail.com" <suhailahmed223@gmail.com>, "swethajs29@gmail.com" <swethajs29@gmail.com>, "telvinten7@gmail.com" <telvinten7@gmail.com>, "thasnic2001@gmail.com" <thasnic2001@gmail.com>, "vaibhavna008@gmail.com" <vaibhavna008@gmail.com>, "vivuvivek48@gmail.com" <vivuvivek48@gmail.com>, "yedhups@ieee.org" <yedhups@ieee.org>, "yedujayan2000@gmail.com" <yedujayan2000@gmail.com>, "abdulmanaf7186@gmail.com" <abdulmanaf7186@gmail.com>, "abhijithkuzhikkattil4@gmail.com" <abhijithkuzhikkattil4@gmail.com>, "abhijithus084@gmail.com" <abhijithus084@gmail.com>, "abhiramkv009@gmail.com" <abhiramkv009@gmail.com>, "abhishekvrabhu@gmail.com" <abhishekvrabhu@gmail.com>, "achintprakash008@gmail.com" <achintprakash008@gmail.com>, "ajithpradeepmv7@gmail.com" <ajithpradeepmv7@gmail.com>, "albin951devassy@gmail.com" <albin951devassy@gmail.com>, "arjunghoshachari@gmail.com" <arjunghoshachari@gmail.com>, "ashikvm13@gmail.com" <ashikvm13@gmail.com>, "asafhussain.966@gmail.com" <asafhussain.966@gmail.com>, "basilbinoy1998@gmail.com" <basilbinoy1998@gmail.com>, "binesjohnthomas@gmail.com" <binesjohnthomas@gmail.com>, "dathoosan@gmail.com" <dathoosan@gmail.com>, "rfaslu8@gmail.com" <rfaslu8@gmail.com>, "gauthamk46@gmail.com" <gauthamk46@gmail.com>, "gokulsatheeshtk@gmail.com" <gokulsatheeshtk@gmail.com>, "gopikrishnan657@gmail.com" <gopikrishnan657@gmail.com>, "ptjesvin@gmail.com" <ptjesvin@gmail.com>, "minhajvmbarca@gmail.com" <minhajvmbarca@gmail.com>, "naveenmuthath@gmail.com" <naveenmuthath@gmail.com>, "nesmalpalara@gmail.com" <nesmalpalara@gmail.com>, "pranavpillai8100@gmail.com" <pranavpillai8100@gmail.com>, "rahulramdaskochath@gmail.com" <rahulramdaskochath@gmail.com>, "rohanbnair2000@gmail.com" <rohanbnair2000@gmail.com>, "rohitshyson@gmail.com" <rohitshyson@gmail.com>, "shyamkrishnendu@gmail.com" <shyamkrishnendu@gmail.com>, "shyncherianalu222@gmail.com" <shyncherianalu222@gmail.com>, "sreerampanalancherysreeram59472@gmail.com" <sreerampanalancherysreeram59472@gmail.com>, "stelvingeorge@yahoo.in" <stelvingeorge@yahoo.in>, "vighnesh.satheesan@gmail.com" <vighnesh.satheesan@gmail.com>, "yadukris1998@gmail.com" <yadukris1998@gmail.com>, "abhishekn4454@gmail.com" <abhishekn4454@gmail.com>, "adithyan739@gmail.com" <adithyan739@gmail.com>, "aijohn99@gmail.com" <aijohn99@gmail.com>, "akhilmadhu81@gmail.com" <akhilmadhu81@gmail.com>, "akshayanil16@gmail.com" <akshayanil16@gmail.com>, "07anaghaajayan@gmail.com" <07anaghaajayan@gmail.com>, "anurajendrannp1999@gmail.com" <anurajendrannp1999@gmail.com>, "anannyanimalan@gmail.com" <anannyanimalan@gmail.com>, "angel1998sunny@gmail.com" <angel1998sunny@gmail.com>, "anjuanjal22132@gmail.com" <anjuanjal22132@gmail.com>, "ardraprasad1999@gmail.com" <ardraprasad1999@gmail.com>, "Athiravenugopal128@gmail.com" <Athiravenugopal128@gmail.com>, "chithu00keloth@gmail.com" <chithu00keloth@gmail.com>, "gayathriramachandran007@gmail.com" <gayathriramachandran007@gmail.com>, "himavijay2@gmail.com" <himavijay2@gmail.com>, "jinsxaviour@gmail.com" <jinsxaviour@gmail.com>, "joepaulppoulose75940@gmail.com" <joepaulppoulose75940@gmail.com>, "malavikanm99@gmail.com" <malavikanm99@gmail.com>, "mariyaac1999@gmail.com" <mariyaac1999@gmail.com>, "merlinelsa555@gmail.com" <merlinelsa555@gmail.com>, "muhammedsajidms369@gmail.com" <muhammedsajidms369@gmail.com>, "reshmacmenon19@gmail.com" <reshmacmenon19@gmail.com>

<reshmacmenon19@gmail.com>, "sandramohan1998@gmail.com" <sandramohan1998@gmail.com>, "sarathkrishnan367@gmail.com" <sarathkrishnan367@gmail.com>, "shilpasreedharan23@gmail.com" <shilpasreedharan23@gmail.com>, "shimasunilkumar@gmail.com" <shimasunilkumar@gmail.com>, "lechu4646@gmail.com" <lechu4646@gmail.com>, "srutheeshnaunni@gmail.com" <srutheeshnaunni@gmail.com>, "vanikalangara@gmail.com" <vanikalangara@gmail.com>, "aiswaryacp2@gmail.com" <aiswaryacp2@gmail.com>, "alee66joseph@gmail.com" <alee66joseph@gmail.com>, "angelmaryababulib@gmail.com" <angelmaryababulib@gmail.com>, "jefsonjacob98@gmail.com" <jefsonjacob98@gmail.com>, "klaiswarya@gmail.com" <klaiswarya@gmail.com>, "aiswaryaviswanathan1998@gmail.com" <aiswaryaviswanathan1998@gmail.com>, "rose.aneesha97@gmail.com" <rose.aneesha97@gmail.com>, "am.anjalianju@gmail.com" <am.anjalianju@gmail.com>, "anjanakr98@gmail.com" <anjanakr98@gmail.com>, "annmariasunny@gmail.com" <annmariasunny@gmail.com>, "anupamageorge18@gmail.com" <anupamageorge18@gmail.com>, "ashi.ashitha04@gmail.com" <ashi.ashitha04@gmail.com>, "athulyaharidas97@gmail.com" <athulyaharidas97@gmail.com>, "basilmbinu@gmail.com" <basilmbinu@gmail.com>, "devikardas04@gmail.com" <devikardas04@gmail.com>, "fathi221998@gmail.com" <fathi221998@gmail.com>, "jude999.jvm@gmail.com" <jude999.jvm@gmail.com>, "krishnaunnikrishnan.1995@gmail.com" <krishnaunnikrishnan.1995@gmail.com>, "merrystar96@gmail.com" <merrystar96@gmail.com>, "midhunaserudersanan@gmail.com" <midhunaserudersanan@gmail.com>, "parvathysindhus@gmail.com" <parvathysindhus@gmail.com>, "poojagirish9797@gmail.com" <poojagirish9797@gmail.com>, "remyavjohn25@gmail.com" <remyavjohn25@gmail.com>, "shraddharaveendran@gmail.com" <shraddharaveendran@gmail.com>, "sreee1197@gmail.com" <sreee1197@gmail.com>, "thanseeahakk@gmail.com" <thanseeahakk@gmail.com>, "varsha7667@gmail.com" <varsha7667@gmail.com>, "vyshnavybpillai@gmail.com" <vyshnavybpillai@gmail.com>, "abibarwin@gmail.com" <abibarwin@gmail.com>, "theckanathagnes@gmail.com" <theckanathagnes@gmail.com>, "aishwarya.aishu2101@gmail.com" <aishwarya.aishu2101@gmail.com>, "alnadmanjaly10@gmail.com" <alnadmanjaly10@gmail.com>, "anjanaragh@gmail.com" <anjanaragh@gmail.com>, "aswathysatheeshkumar5@gmail.com" <aswathysatheeshkumar5@gmail.com>, "brigitfranciso7@gmail.com" <brigitfranciso7@gmail.com>, "divyabalankhd@gmail.com" <divyabalankhd@gmail.com>, "julia.koshy@gmail.com" <julia.koshy@gmail.com>, "meerasasi11@gmail.com" <meerasasi11@gmail.com>, "lamypj666@gmail.com" <lamypj666@gmail.com>, "namithagvr@gmail.com" <namithagvr@gmail.com>, "nayanambenoy@gmail.com" <nayanambenoy@gmail.com>, "poojakannan80897@gmail.com" <poojakannan80897@gmail.com>, "rejithaanil@gmail.com" <rejithaanil@gmail.com>, "roshnarajeev1997@gmail.com" <roshnarajeev1997@gmail.com>, "sidharthharidas1996@gmail.com" <sidharthharidas1996@gmail.com>, "srjshine421997@gmail.com" <srjshine421997@gmail.com>, "aryaprakash097@gmail.com" <aryaprakash097@gmail.com>, "jibinlks007@gmail.com" <jibinlks007@gmail.com>, "rajalakshmi.raji1999@gmail.com" <rajalakshmi.raji1999@gmail.com>, sajna shiyas <sajna.sulaiman92@gmail.com>
Cc: Jayanand B <jayanand@scmsgroup.org>

Dear students,

A spreadsheet will be shared following this mail wherein the details asked for needs to be filled. A kind request to take advantage of this placement drive as it is a prestigious one. The on boarding is also done immediately after the final 8th semester examinations.

Thanks and best of luck.

Placement cell.

----- Forwarded message -----

From: **Abraham Ettumanookaran** <abraham.e@infosys.com>

Date: Friday, August 27, 2021

Subject: Invitation to participate in Infosys Campus Recruitment Program for 2021-22


To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar

<gautham.premkumar@infosys.com>

[Quoted text hidden]

2 attachments

 **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K

 **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>

Tue, Aug 31, 2021 at 3:18 PM

To: Abraham Ettumanookaran <abraham.e@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar

<gautham.premkumar@infosys.com>, Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Thank you for the opportunity given to our current 2022 batch. Please find the list of interested candidates for your kind perusal.

Thanks in advance.

Regards,

Prof (Dr) Jayanand B,

Placement in Charge,

SCMS School of Engineering and Technology,

Karukutty, Ernakulam, Kerala.

Mob : 9447442427

Email : jayanand@scmsgroup.org

[Quoted text hidden]

 **Infosys Placement Drive 2022.xlsx**
94K

Candidate Name	Candidate Email	College	Region	New Result
John	johnjoy8656@gmail.com	SCMS	Kerala	SELECT
Suhail	suhailahmed223@gmail.com	SCMS	Kerala	SELECT
Swetha	swethajs29@gmail.com	SCMS	Kerala	SELECT
Aswathy	aswathyprn@gmail.com	SCMS	Kerala	SELECT
Silpa	silpapt2015@gmail.com	SCMS	Kerala	SELECT
Kiran	kirantm24@gmail.com	SCMS	Kerala	SELECT
Araavind	araavindsub@gmail.com	SCMS	Kerala	SELECT
Anita	anitamartin0811@gmail.com	SCMS	Kerala	SELECT
Sananth	sananthkc12@gmail.com	SCMS	Kerala	SELECT
Mohammed	mohammedfayaz132676@gmail.com	SCMS	Kerala	SELECT
Abhirami	abhianil032@gmail.com	SCMS	Kerala	SELECT
Sreeparvathi	sree.sreeparu14@gmail.com	SCMS	Kerala	SELECT
Jithin	jithinkv2000@gmail.com	SCMS	Kerala	SELECT
Kajal	kajalct23@gmail.com	SCMS	Kerala	SELECT
Bhavya	bhavyajinaraj@gmail.com	SCMS	Kerala	SELECT
Rachna	rachnamathews6@gmail.com	SCMS	Kerala	SELECT
Vaibhav	vaibhavnair008@gmail.com	SCMS	Kerala	SELECT
Nimisha	nimishakuriachan@gmail.com	SCMS	Kerala	SELECT
Joshvvin	joshvvinjoshy@gmail.com	SCMS	Kerala	SELECT
Telvin	telvinten7@gmail.com	SCMS	Kerala	SELECT
Rohith	rohith771416@gmail.com	SCMS	Kerala	SELECT
Joemon	joechirayath3009@gmail.com	SCMS	Kerala	SELECT
Nisha	nishabcalcutta@gmail.com	SCMS	Kerala	SELECT
Nivya	nivuantony@gmail.com	SCMS	Kerala	REJECTED
Sanjana	sanjanavarghese47120@gmail.com	SCMS	Kerala	REJECTED
Abhishek	abhishekpuresh@gmail.com	SCMS	Kerala	REJECTED
Yadhukrishnan	yadhukrishnanr4@gmail.com	SCMS	Kerala	REJECTED
Rohit	rohitbineesh007@gmail.com	SCMS	Kerala	REJECTED
Shon	shonsaji15@gmail.com	SCMS	Kerala	REJECTED
Sagar	sagarnjr2255@gmail.com	SCMS	Kerala	REJECTED
Arya	aryaprakash097@gmail.com	SCMS	Kerala	REJECTED
Vani	vanikalangara@gmail.com	SCMS	Kerala	REJECTED
Yadukrishnan	yedhups@yahoo.com	SCMS	Kerala	REJECTED
Akshay	akshayviswam99@gmail.com	SCMS	Kerala	REJECTED
Shehzad	ibrahim.shehzad7@gmail.com	SCMS	Kerala	NO SHOW
Agheel	agheelnk@gmail.com	SCMS	Kerala	NO SHOW
Raheela	raheela1822@gmail.com	SCMS	Kerala	NO SHOW
Daniel	danielatwork311@gmail.com	SCMS	Kerala	NO SHOW
Gautham	gautham.salim.16@gmail.com	SCMS	Kerala	NO SHOW
Neeraj	neerajmallisseri@gmail.com	SCMS	Kerala	NO SHOW
Karthik	20karthik00@gmail.com	SCMS	Kerala	NO SHOW



sset last name <sset@scmsgroup.org>

Fwd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

merlin elsa mammen <merlinelsa555@gmail.com>
To: sset@scmsgroup.org

----- Forwarded message -----

From: Devika Rani <devikarani.l@qspiders.com>

Date: Tue, Jan 11, 2022, 3:18 PM

Subject: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

To: <jayanandb@gmail.com>

Cc: <ibrahim.shehzad7@gmail.com>, <deepakmenonputhuseri@gmail.com>, <shahanashahu309@gmail.com>, <krishnaprasadnr@gmail.com>, <souravpc3214@gmail.com>, <anjali.com>, <anurajendrannp1999@gmail.com>, <merlinelsa555@gmail.com>, <srutheeshnaunni@gmail.com>, <joepaulpoulose7594033291@gmail.com>, <ardraprasad1999@gmail.com>, <sadhana.k@qspiders.com>

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2022 Batch from your college.

We heartily congratulate students for getting placed & we officially welcome all the selected students to QSpiders.

Below List with Green Highlighted are the selects & Please communicate the same with students & we will post you the date of Joining ASAP.

For Selected students anything in further information or Query contact-9513684738/7619163087/8951922956.

[Note-This mail is a confirmation of selection & students while reporting can take a print/show the mail confirmation to the respective concerns]

Student name	Contact Number	Email Id	10th %	12th % / Diploma %	Degree	Degree Stream	Degree %	Degree Year of Passing	Degree College Name (please mention full name of your college)	Master degree	Master Degree %	Master degree college name (please mention name of college)
Shehzad Ibrahim	9567142522	ibrahim.shehzad7@gmail.com	92	68.4	Btech	CS	75.9	2022	SCMS School of Engineering and Technology			
Deepak P Menon	9497863401	deepakmenonputhuseri@gmail.com	87.8	92	Btech	MECH	69	2022	Scms school of engineering and technology			
Shahana mol B	8589011404	shahanashahu309@gmail.com	95	77.4	Btech	CS	81.95	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
Krishnaprasad T	9747954407	krishnaprasadnr@gmail.com	100	96	Btech	CIVIL	91.5	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
SOURAV PC	9497045863	souravpc3214@gmail.com	81	88	Btech	CS	79.02	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
Anjali. R	9544276084	anjaliirajeevkumar1998@gmail.com	65	65	BCA	IT	58	2020	Anjali R	MCA	76	SCMS Sc Engineering Techno
Anagha NP	9539446121	anurajendrannp1999@gmail.com	95	80	BSc	CS	65	2020	Providence women's college kozhikode	MCA	100	SCMS sc engineering techno
Merlin Elsa Mammen	7025752579	merlinelsa555@gmail.com	90	80	BCA	IT	69	2019	MERLIN ELSA MAMMEN	MCA	82	SCMS SC OF ENGINEERING AND TECHNO
srutheeshna u	9656109846	srutheeshnaunni@gmail.com	93	71	BSc	OTHERS	69.1	2020	sn college alathur	MCA	100	scms sc engineering techno
Joepaul p poulose	7594033291	joepaulpoulose7594033291@gmail.com	0.81	0.65	BCA	CS	0.62	2019	SKCMS kuruppampady	MCA	0.7	SCMS sc Engineering Techno

1/12/22, 9:19 AM

SCMS Group of Institutions Mail - Fwd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

Ardra prasad	9400557142	ardraprasad1999@gmail.com	80	81	BSc	CS	69.8	2020	Sree narayana college cherthala	MCA	83	Scms scl engineeri techno
Albin Tomy	9048089962	albinto768@gmail.com	82	80	Btech	MECH	75	2022	Scms school of engineering and technology			

Regards,

Devika

9513684738

Qspiders Incubation Team.



sset last name <sset@scmsgroup.org>

TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

18 messages

Jesto Raphael <jesto.r@tcs.com>

Fri, Jul 23, 2021 at 12:08 PM

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

Dear Sir/Madam,

Greetings from TCS!

The banner features the TCS logo and the text 'TCS Careers' in the top left. On the right, a man in a light blue shirt is smiling while looking at a laptop. The background is dark with abstract geometric shapes in shades of purple and pink. The text 'Building on belief' is in the top right corner. The main headline reads 'We're building greater futures'. Below it, 'Registrations open for TCS Ninja Hiring' is displayed. A list of details is provided on the left side of the banner, enclosed in a light blue box with a vertical line on the left. The details include: 'Inviting YoP- 2022 engineering graduates to start big', 'Registration end date: 15th August 2021', 'Link: <https://on.tcs.com/3rbqRLz>', 'Test Date: 30th August onwards', 'Eligibility: B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc', and 'Spread the word'.

tcs Careers Building on belief

We're building greater futures

Registrations open for TCS Ninja Hiring

Inviting YoP- 2022 engineering graduates to start big

Registration end date:
15th August 2021

Link: <https://on.tcs.com/3rbqRLz>

Test Date: 30th August onwards

Eligibility: B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc

Spread the word

Link to Register: <https://on.tcs.com/2UNpp6g>Registration end date : 15th August 2021

Thanks and Regards
Jesto Raphael
Talent Acquisition Group- Kerala
TATA Consultancy Services
TCS Centre SEZ Unit,
Infopark PO,
Kochi - 682042
India

Mailto: jesto.r@tcs.comWebsite: <http://www.tcs.com>

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SSET <sset@scmsgroup.org>

Fri, Jul 23, 2021 at 12:18 PM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:03 PM

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshaik658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanraj@gmail.com, aswathypn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadv71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsont77@gmail.com, thasnic2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **havigovinds2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Final-Recipient: rfc822; havigovinds2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmatthew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **sreeparvathink@yahoo.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled (554.30).

Final-Recipient: rfc822; sreeparvathink@yahoo.com

Action: failed

Status: 5.0.0

Remote-MTA: dns: mta7.am0.yahoodns.net. (67.195.228.106, the server for the domain yahoo.com.)

Diagnostic-Code: smtp; 554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled

(554.30).

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamdream@gmail.com, fahimfathima12@gmail.com, fashnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuanthony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohitv47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:05 PM

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviyodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunjr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmoht123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadhr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

----- Forwarded message -----

From: Jestto Raphael <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:06 PM

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaruraj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujaluluju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekravabhu@gmail.com, achintprakash008@gmail.com,

ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohithshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

----- Forwarded message -----

From: **Jesto Raphael** <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:06 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **abhijiithus04@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Final-Recipient: rfc822; abhijiithus04@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinn@gmail.com, mohammedyasinn@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadthuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com,

gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com
Cc:
Bcc:
Date: Sat, 24 Jul 2021 12:06:58 +0530
Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations
----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **raghurar_2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Final-Recipient: rfc822; raghurar_2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinn@gmail.com, mohammedyasinn@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghurar_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanaf7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **geethapvmtr@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Final-Recipient: rfc822; geethapvmtr@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanaf7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmarca@gmail.com, naveenmuttath@gmail.com, nesmaipalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM

Address not found



Your message wasn't delivered to **rfasu8@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Final-Recipient: rfc822; rfasu8@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuttath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:14 PM

To: amal.messi7@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, ABHIRAMSHIVANI@gmail.com, abhiram2001@gmail.com, abhiroopchandran2000@gmail.com, deepasureshnambiar@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, pnmahesh69@rediffmail.com, xavieralbert33@gmail.com, tomv04@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames99@rediffmail.com, amalrafy2000@gmail.com, anakhvalsan215@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjun.ajuz.369@gmail.com, arunraju148@gmail.com, athulprakashan1@gmail.com, athulmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepu10pmonon@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, alfinmartin77@gmail.com

----- Forwarded message -----

From: **Jesto Raphael** <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sun, Jul 25, 2021 at 1:17 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 46 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Last-Attempt-Date: Sun, 25 Jul 2021 00:47:58 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sun, Jul 25, 2021 at 3:17 PM

To: sset@scmsgroup.org



Delivery incomplete

There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 44 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmtpt

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmtpt

Last-Attempt-Date: Sun, 25 Jul 2021 02:47:26 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyaugustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudye108@gmail.com, saleena.anwar@gmail.com, hammadanabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Mon, Jul 26, 2021 at 12:39 PM

Delivery incomplete



There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmtmp

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmtmp

Last-Attempt-Date: Mon, 26 Jul 2021 00:09:38 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviiodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajulyia8@gmail.com, meghajayaprakash112@gmail.com, cloudye108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihalo82latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesaroxx@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Mon, Jul 26, 2021 at 12:43 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Last-Attempt-Date: Mon, 26 Jul 2021 00:13:30 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Tue, Jul 27, 2021 at 1:33 PM

To: sset@scmsgroup.org



Recipient inbox full

Your message couldn't be delivered to **gayathrinishakp@gmail.com**. Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct

452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 01:03:01 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Tue, Jul 27, 2021 at 4:08 PM

To: sset@scmsgroup.org



Recipient inbox full

Your message couldn't be delivered to **2449088@gmail.com**.
Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Final-Recipient: rfc822; 2449088@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 03:38:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavi david2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, fero seanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnjr8@gmail.com, ashin joseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristy augustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hari prasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, niha1082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----



sset last name <sset@scmsgroup.org>

TCS Ninja National Level Mock Test | TCSNQTprep.COM

5 messages

Prabhu Channel B.Tech N <trainers@channelbtech.in>
To: "Channel B.Tech Prabhu" <trainers@channelbtech.in>
Bcc: sset@scmsgroup.org

Fri, Aug 13, 2021 at 9:23 AM

Dear Professor,

For the students appearing for TCS Ninja Drive from Aug 30, we are organizing a **NATIONAL LEVEL MOCK TEST** on **15 Aug 2021**.

Students can enroll for this FREE test here:

<https://tcsnqtprep.com/tcs-ninja-mock-test>**Test timings: (15 Aug 2021)**

5:00 pm to 5:40 pm - Numerical Ability (26 Qs)
5:45 pm to 6:15 pm - Verbal Ability (24 Qs)
6:20 pm to 7:10 pm - Reasoning Ability(30Qs)
7:15 pm to 7:30 pm - Programming MCQs (10 Qs)

Last date to register: 15 Aug 2021, 12:00 pm

Kindly share this information with the students.

Results of this exam will be published on 16 Aug 2021, before 10 am here: <https://tcsnqtprep.com/tcs-ninja-mock-test>

Regards

Pragadeeswara Prabhu
Co-Founder,
Channel B.Tech,
Coimbatore, Tamil Nadu.

Mobile:

Prabhu - 9566634509

Balakrishna - 9600558967

Websites:

<https://www.tcsnqtprep.com><https://home.channelbtech.in>Youtube: <https://www.youtube.com/channelbtech>

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 9:24 AM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 9:36 AM

Madam,

PI forward to all 2022 students.

Regards,

Jayanand B

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:19 AM

To: abhisheksuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusel10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnjr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghanaravikumar108@gmail.com, mjroth2000@gmail.com, mohamedaslam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihalo82latheeffmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com, abhisheknambiar8589@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavieralbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalrafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, sreegautham129@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaynambiar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavaya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com

----- Forwarded message -----

From: **Prabhu Channel B.Tech N** <trainers@channelbtech.in>

Date: Fri, Aug 13, 2021 at 9:23 AM

Subject: TCS Ninja National Level Mock Test | TCSNQTTPREP.COM

To: Channel B.Tech Prabhu <trainers@channelbtech.in>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:23 AM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathy2000@ieee.org, bhavyajainaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com,

merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandनाविल@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijithus084@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfaslu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, stelvingeorge@yahoo.in, vighnesh.satheesan@gmail.com, yadukris1998@gmail.com, klaiswarya@gmail.com, aiswaryaviswanathan1998@gmail.com, rose.aneesha97@gmail.com, am.anjalianju@gmail.com, ANJANA K R <anjanakr98@gmail.com>, annmariasunny@gmail.com, anupamageorge18@gmail.com, ashi.ashitha04@gmail.com, athulyaharidas97@gmail.com, basilmbinu@gmail.com, devikardas04@gmail.com, fathi221998@gmail.com, jude999.jvm@gmail.com, krishnaunnikrishnan.1995@gmail.com, merrystar96@gmail.com, midhunasadudersanan@gmail.com, parvathysindhus@gmail.com, poojagirish9797@gmail.com, remyavjohn25@gmail.com, shraddharaveendran@gmail.com, sreee1197@gmail.com, thanseeahakk@gmail.com, varsha7667@gmail.com, vyshnavypillai@gmail.com, abibarwin@gmail.com, theckanathagnes@gmail.com, aishwarya.aishu2101@gmail.com, alnadmanjaly10@gmail.com, anjanaragh@gmail.com, aswathysatheeshkumar5@gmail.com, brigitfranciso7@gmail.com, divyabalankhd@gmail.com, julia.koshy@gmail.com, meerasasi11@gmail.com, lamypj666@gmail.com, namithagvr@gmail.com, nayanambenoy@gmail.com, poojakannan80897@gmail.com, rejithaanil@gmail.com, roshnarajeev1997@gmail.com, sidharthharidas1996@gmail.com, srjshine421997@gmail.com, aryaprakash097@gmail.com, jibinlks007@gmail.com, rajalakshmi.raji1999@gmail.com, sajna.sulaiman92@gmail.com, abhishekn4454@gmail.com, adithyan739@gmail.com, aijojohn99@gmail.com, akhilmadhu81@gmail.com, akshayanil16@gmail.com, 07anaghaajayan@gmail.com, anurajendrannp1999@gmail.com, anannyanirmalan@gmail.com, angel1998sunny@gmail.com, anjuanjali22132@gmail.com, ardraprasad1999@gmail.com, Athiravenugopal128@gmail.com, chithu00keloth@gmail.com, gayathriramachandran007@gmail.com, himavijay2@gmail.com, jinsxaviour@gmail.com, joepaulppoulose75940@gmail.com, malavikanm99@gmail.com, mariyaac1999@gmail.com, merlinelsa555@gmail.com, muhammedsajidms369@gmail.com, reshmacmenon19@gmail.com, sandramohan1998@gmail.com, sarathkrishnan367@gmail.com, shilpasreedharan23@gmail.com, shimasunilkumar@gmail.com, lechu4646@gmail.com, srutheeshnaunni@gmail.com, vanikalangara@gmail.com, aiswaryacp2@gmail.com, alee66joseph@gmail.com, angelmariyababulib@gmail.com, jefsonjacob98@gmail.com

[Quoted text hidden]



Offer: Computer Consultancy

Ref: TCSL/DT20218154075/Trivandrum

Date: 03/11/2021

Mr. Minhaj Sageer Vm

Hno 21/1595, Velikakath House, 40 Feet Road, Palluruthy, Kochi 682006
40 Feet Road,
St Aloysius Convent Isc School, Palluruthy,
Cochin-682006,
Kerela.
Tel# -

Dear Minhaj Sageer Vm,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20218154075

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TCS Confidential

TCSL/DT20218154075

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Minhaj Sageer Vm
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: -Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



sset last name <sset@scmsgroup.org>

TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

18 messages

Jesto Raphael <jesto.r@tcs.com>

Fri, Jul 23, 2021 at 12:08 PM

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

Dear Sir/Madam,

Greetings from TCS!

The banner features the TCS logo and the text 'TCS Careers' in the top left. On the right, it says 'Building on belief'. The main headline reads 'We're building greater futures' followed by 'Registrations open for TCS Ninja Hiring'. Below this, a list of details is provided: 'Inviting YoP- 2022 engineering graduates to start big', 'Registration end date: 15th August 2021', 'Link: <https://on.tcs.com/3rbqRLz>', 'Test Date: 30th August onwards', 'Eligibility: B.E. / B.Tech / M.E. / M.Tech / MCA / M.Sc', and 'Spread the word'. The background shows a man in a light blue shirt using a laptop, with abstract geometric patterns in shades of purple and red.

Link to Register: <https://on.tcs.com/2UNpp6g>Registration end date : 15th August 2021

Thanks and Regards
Jesto Raphael
Talent Acquisition Group- Kerala
TATA Consultancy Services
TCS Centre SEZ Unit,
Infopark PO,
Kochi - 682042
India

Mailto: jesto.r@tcs.comWebsite: <http://www.tcs.com>

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Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

SSET <sset@scmsgroup.org>

Fri, Jul 23, 2021 at 12:18 PM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:03 PM

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshaik658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryanraj@gmail.com, aswathypn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsoud77@gmail.com, thasnic2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **havigovinds2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Final-Recipient: rfc822; havigovinds2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> q7sor2096123otn.10 - gsmt

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmatthew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:03 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **sreeparvathink@yahoo.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled (554.30).

Final-Recipient: rfc822; sreeparvathink@yahoo.com

Action: failed

Status: 5.0.0

Remote-MTA: dns: mta7.am0.yahoodns.net. (67.195.228.106, the server for the domain yahoo.com.)

Diagnostic-Code: smtp; 554 30 Sorry, your message to sreeparvathink@yahoo.com cannot be delivered. This mailbox is disabled

(554.30).

Last-Attempt-Date: Fri, 23 Jul 2021 23:33:22 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamdream@gmail.com, fahimfathima12@gmail.com, fashnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuanthony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohitv47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:05 PM

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviyodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunjr8@gmail.com, ashinjooseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmoht123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadhr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

----- Forwarded message -----

From: Jestto Raphael <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:06 PM

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaruraj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanujasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujaluluju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekravabhu@gmail.com, achintprakash008@gmail.com,

ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohithshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

----- Forwarded message -----

From: **Jesto Raphael** <jesto.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Jul 24, 2021 at 12:06 PM

To: sset@scmsgroup.org



Address not found

Your message wasn't delivered to **abhijiithus04@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Final-Recipient: rfc822; abhijiithus04@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817340oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinn@gmail.com, mohammedyasinn@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadthuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com,

gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com
Cc:
Bcc:
Date: Sat, 24 Jul 2021 12:06:58 +0530
Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations
----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **raghurar_2000@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Final-Recipient: rfc822; raghurar_2000@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> 5sor2881449oiz.164 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinn@gmail.com, mohammedyasinn@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghurar_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM



Address not found

Your message wasn't delivered to **geethapvmtr@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Final-Recipient: rfc822; geethapvmtr@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> w20sor2817337oiw.36 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomosapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, abdulmanaf7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmarca@gmail.com, naveenmuttath@gmail.com, nesmaipalara@gmail.com, pranavppillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sat, Jul 24, 2021 at 12:06 PM

Address not found



Your message wasn't delivered to **rfasu8@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Final-Recipient: rfc822; rfasu8@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> a74sor2817867oii.58 - gsmtip

Last-Attempt-Date: Fri, 23 Jul 2021 23:36:59 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, joeljoyalukka@gmail.com, joehomapiens@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, ksvishnushankar283@gmail.com, kbaburaj2562@bths.edu, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly@live.com, pranav9633483845@gmail.com, raghuram_2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, anithagpillai74@gmail.com, ryangeosmart@gmail.com, sanjaypnambiar2@gmail.com, mailsanjasaju@gmail.com, gpksarath@gmail.com, geethapvmtr@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadthuraj7@gmail.com, abdulmanaf57186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijiithus04@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfasu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuttath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, celesting93@gmail.com, nsatheesanp@gmail.com, yadukris1998@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:06:58 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

SSET <sset@scmsgroup.org>

Sat, Jul 24, 2021 at 12:14 PM

To: amal.messi7@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, ABHIRAMSHIVANI@gmail.com, abhiram2001@gmail.com, abhiroopchandran2000@gmail.com, deepasureshnambiar@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, pnmahesh69@rediffmail.com, xavieralbert33@gmail.com, tomv04@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames99@rediffmail.com, amalrafy2000@gmail.com, anakhvalsan215@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjun.ajuz.369@gmail.com, arunraju148@gmail.com, athulprakashan1@gmail.com, athulmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepu10pmonon@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, alfinmartin77@gmail.com

----- Forwarded message -----

From: Jestu Raphel <jestu.r@tcs.com>

Date: Friday, July 23, 2021

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

To:

Cc: Shibas N P <shibas.np@tcs.com>, Deepthi Damodaran <deepthi.damodaran@tcs.com>

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: sset@scmsgroup.org

Sun, Jul 25, 2021 at 1:17 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 46 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> u9sor4259450ybc.165 - gsmtpt

Last-Attempt-Date: Sun, 25 Jul 2021 00:47:58 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasiclt@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sun, Jul 25, 2021 at 3:17 PM

To: sset@scmsgroup.org



Delivery incomplete

There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 44 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmtpt

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g1sor2814327uam.6 - gsmtpt

Last-Attempt-Date: Sun, 25 Jul 2021 02:47:26 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyarratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpsuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnr8@gmail.com, ashinjoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyaugustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudye108@gmail.com, saleena.anwar@gmail.com, hammadabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Mon, Jul 26, 2021 at 12:39 PM

To: sset@scmsgroup.org

Delivery incomplete



There was a temporary problem delivering your message to **2449088@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmtpt

Final-Recipient: rfc822; 2449088@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> i33sor5157284ybj.92 - gsmtpt

Last-Attempt-Date: Mon, 26 Jul 2021 00:09:38 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:35:17 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviiodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnjr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hariprasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudye108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihai082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesaroxx@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Mon, Jul 26, 2021 at 12:43 PM



Delivery incomplete

There was a temporary problem delivering your message to **gayathrinishakp@gmail.com**. Gmail will retry for 23 more hours. You'll be notified if the delivery fails permanently.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: delayed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> x17sor4929278ybm.58 - gsmtpt

Last-Attempt-Date: Mon, 26 Jul 2021 00:13:30 -0700 (PDT)

Will-Retry-Until: Mon, 26 Jul 2021 23:33:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kutyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: sset@scmsgroup.org

Tue, Jul 27, 2021 at 1:33 PM



Recipient inbox full

Your message couldn't be delivered to **gayathrinishakp@gmail.com**. Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Final-Recipient: rfc822; gayathrinishakp@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct

452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> p204sor692747ybc.168 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 01:03:01 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: abhijithkrishnaer15@gmail.com, abhinayamenon9@gmail.com, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, achukoyilandi@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, psasict@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, martinmathew1969@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, aryancraj@gmail.com, aswathyprn@gmail.com, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, ndamydream@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@gmail.com, gayathriponnumangalam@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, havigovinds2000@gmail.com, jacobbosy@gmail.com, venudental@yahoo.co.in, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvvinjoshy@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com, pulpally.ioc@gmail.com, mohammadyaseen1992@gmail.com, mohammedfayaz132676@gmail.com, NEERAJMALLISSERI@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, adv.rekhanair@gmail.com, nivuantony@gmail.com, johandanavil@gmail.com, parvathyvinod167@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr47@gmail.com, adithyavarma2000@gmail.com, deenasager@gmail.com, sananthkc12@gmail.com, bencyvarghese01@gmail.com, kuttyasharaf123@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, SS302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, pcsouravpc321@gmail.com, sreeparvathink@yahoo.com, ssalamthayyath1@gmail.com, swethajs29@gmail.com, tennsond77@gmail.com, thasnica2001@gmail.com, cool.vaibhavnair@gmail.com, vivuvivek48@gmail.com, yedhups@zoho.com, yedujayan2000@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:03:20 +0530

Subject: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Tue, Jul 27, 2021 at 4:08 PM

To: sset@scmsgroup.org



Recipient inbox full

Your message couldn't be delivered to **2449088@gmail.com**.
Their inbox is full, or it's getting too much mail right now.

[LEARN MORE](#)

The response was:

452 4.2.2 The email account that you tried to reach is over quota. Please direct the recipient to <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Final-Recipient: rfc822; 2449088@gmail.com

Action: failed

Status: 4.2.2

Diagnostic-Code: smtp; 452-4.2.2 The email account that you tried to reach is over quota. Please direct 452-4.2.2 the recipient to

452 4.2.2 <https://support.google.com/mail/?p=OverQuotaTemp> g67sor202031ybg.18 - gsmtpt

Last-Attempt-Date: Tue, 27 Jul 2021 03:38:20 -0700 (PDT)

----- Forwarded message -----

From: SSET <sset@scmsgroup.org>

To: akhilpaulson500@gmail.com, bennysuja@yahoo.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, mini_kadavil@yahoo.co.in, kavya.k10072000@gmail.com, divinelakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssavi david2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, lajupindian@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, ms.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, payyaratta12@gmail.com, vyshnavk2000@gmail.com, abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, aswanivenu456@gmail.com, anamika10yz@gmail.com, fero seanjaly2000@gmail.com, anujkuthat@gmail.com, pd.johnsonpayyappilly@gmail.com, frangliwin@gmail.com, araavindsub@gmail.com, archanasudhank@gmail.com, arjunnjr8@gmail.com, ashin joseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristy augustine888@gmail.com, farsanaas2016@gmail.com, fosteenamanaparambil@gmail.com, abhikov17@gmail.com, jaseemmohd123@gmail.com, hari prasad4330@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, 2449088@gmail.com, krishnaprasadnr@gmail.com, mrjayan@gmail.com, mariyajuliya8@gmail.com, meghajayaprakash112@gmail.com, cloudyme108@gmail.com, saleena.anwar@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, niha1082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushpam@gmail.com, kavyashibu44@gmail.com, thomasshaji888@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com

Cc:

Bcc:

Date: Sat, 24 Jul 2021 12:05:16 +0530

Subject: Fwd: TCS NINJA_Campus_Recruitment_2022 Year Of Passing - Registrations

----- Message truncated -----



sset last name <sset@scmsgroup.org>

TCS Ninja National Level Mock Test | TCSNQTprep.COM

5 messages

Prabhu Channel B.Tech N <trainers@channelbtech.in>
To: "Channel B.Tech Prabhu" <trainers@channelbtech.in>
Bcc: sset@scmsgroup.org

Fri, Aug 13, 2021 at 9:23 AM

Dear Professor,

For the students appearing for TCS Ninja Drive from Aug 30, we are organizing a **NATIONAL LEVEL MOCK TEST** on **15 Aug 2021**.

Students can enroll for this FREE test here:

<https://tcsnqtprep.com/tcs-ninja-mock-test>

Test timings: (15 Aug 2021)

5:00 pm to 5:40 pm - Numerical Ability (26 Qs)

5:45 pm to 6:15 pm - Verbal Ability (24 Qs)

6:20 pm to 7:10 pm - Reasoning Ability(30Qs)

7:15 pm to 7:30 pm - Programming MCQs (10 Qs)

Last date to register: 15 Aug 2021, 12:00 pm

Kindly share this information with the students.

Results of this exam will be published on 16 Aug 2021, before 10 am here: <https://tcsnqtprep.com/tcs-ninja-mock-test>

Regards**Pragadeeswara Prabhu****Co-Founder,****Channel B.Tech,****Coimbatore, Tamil Nadu.****Mobile:****Prabhu - 9566634509****Balakrishna - 9600558967****Websites:**<https://www.tcsnqtprep.com><https://home.channelbtech.in>**Youtube:** <https://www.youtube.com/channelbtech>

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 9:24 AM

To: Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>

Fri, Aug 13, 2021 at 9:36 AM

To: SSET <sset@scmsgroup.org>

Madam,

PI forward to all 2022 students.

Regards,

Jayanand B

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:19 AM

To: abhisheksuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroSeanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusel10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunjr8@gmail.com, ashinoseph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghanaravikumar108@gmail.com, mjroth2000@gmail.com, mohamedaslam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, nihalo82latheeffm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesarox@gmail.com, ranjanajayashree@gmail.com, rothithmadhu2000@gmail.com, shilpapushpam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com, abhisheknambiar8589@gmail.com, abinantony1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavieralbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalrafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmanjeri@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijuam@gmail.com, christopherthattil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, sreegautham129@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykkd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, rithik115@gmail.com, rothith771416@gmail.com, ryangeoexc@gmail.com, sanjaynambiar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhsivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yadhuraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, Kajal Thajudeen <kajalct23@gmail.com>, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com, anusreemanayil@gmail.com, Aparna SureshBabu <aparnasuresh98@gmail.com>, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavaya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajtr@gmail.com, ron.rommy@gmail.com, sahalaa007@gmail.com, sssaviodavid2000@gmail.com, steevemarkose@gmail.com, vishnum241999@gmail.com

----- Forwarded message -----

From: **Prabhu Channel B.Tech N** <trainers@channelbtech.in>

Date: Fri, Aug 13, 2021 at 9:23 AM

Subject: TCS Ninja National Level Mock Test | TCSNQTTPREP.COM

To: Channel B.Tech Prabhu <trainers@channelbtech.in>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 13, 2021 at 10:23 AM

To: abhijithkrishnaer15@gmail.com, abhinaya1@ieee.org, abhianil032@gmail.com, rajanabhishek121@gmail.com, agheelnk@gmail.com, shradhakhil02@gmail.com, akshairk658@gmail.com, akshayshilesh22@gmail.com, akshayviswam99@gmail.com, antonyamal635@gmail.com, amalhafiz123@gmail.com, samarnath9846@gmail.com, aminshafiq14@gmail.com, anandhuks109@gmail.com, maryjandria@gmail.com, anitamartin0811@gmail.com, anupoly101@gmail.com, aparnarang98@gmail.com, arjuns62709@gmail.com, ariancraj@gmail.com, aswathy2000@ieee.org, bhavyajinaraj@gmail.com, daviskdaniel@gmail.com, dhilnamathews@gmail.com, dhichu25@gmail.com, diyajolly29072000@gmail.com, elvisthomas122@gmail.com, fahimfathima12@gmail.com, fasnahpanakkal@gmail.com, fazaljabbar123100@gmail.com, gautham.salim.16@gmail.com, gayathrinishakp@ieee.org, sreegayati@gmail.com, gloryelias1999@gmail.com, gracious932@gmail.com, harigovinds2000@gmail.com, jacobbosy@gmail.com, madhavvenugopal1@gmail.com, jithinkv2000@gmail.com, johnjoy8656@gmail.com, joshvinjoshi@gmail.com, kannakinatsenet@gmail.com, meeranandanam99@gmail.com,

merinmarysabu11@gmail.com, m.yasee33@gmail.com, mohammedfayaz132676@gmail.com, neerajmallisseri@gmail.com, neerajsagar1998@gmail.com, nimishakuriachan@gmail.com, nithinp150@gmail.com, nivuantony@gmail.com, parvathyvinod167@gmail.com, johandanavil@gmail.com, praveenakp2018@gmail.com, rachnamathews6@gmail.com, raheela1822@gmail.com, rahulmohan190@gmail.com, regish.george2000@gmail.com, rohitbineesh007@gmail.com, rohithvr19@gmail.com, adithyavarma2000@gmail.com, sagarnjr2255@gmail.com, sananthkc12@gmail.com, sanjanavarghese47120@gmail.com, shahanashahu309@gmail.com, sharathbijuknambiar@gmail.com, ibrahim.shehzad7@gmail.com, sherinkabyv72@gmail.com, ss302382018@gmail.com, silpapt2015@gmail.com, sonadvs71@gmail.com, souravpc3214@gmail.com, sree.sreeparu14@gmail.com, suhailahmed223@gmail.com, swethajs29@gmail.com, telvinten7@gmail.com, thasnica2001@gmail.com, vaibhavnair008@gmail.com, vivuvivek48@gmail.com, yedhups@ieee.org, yedujayan2000@gmail.com, abdulmanafs7186@gmail.com, abhijithkuzhikkattil4@gmail.com, abhijithus084@gmail.com, abhiramkv009@gmail.com, abhishekvrabhu@gmail.com, achintprakash008@gmail.com, ajithpradeepmv7@gmail.com, albin951devassy@gmail.com, arjunghoshachari@gmail.com, ashikvm13@gmail.com, asafhussain.966@gmail.com, basilbinoy1998@gmail.com, binesjohnthomas@gmail.com, dathoosan@gmail.com, rfaslu8@gmail.com, gauthamk46@gmail.com, gokulsatheeshtk@gmail.com, gopikrishnan657@gmail.com, ptjesvin@gmail.com, minhajvmbarca@gmail.com, naveenmuthath@gmail.com, nesmalpalara@gmail.com, pranavpillai8100@gmail.com, rahulramdaskochath@gmail.com, rohanbnair2000@gmail.com, rohitshyson@gmail.com, shyamkrishnendu@gmail.com, shyncherianalu222@gmail.com, sreerampalancherysreeram59472@gmail.com, stelvingeorge@yahoo.in, vighnesh.satheesan@gmail.com, yadukris1998@gmail.com, klaiswarya@gmail.com, aiswaryaviswanathan1998@gmail.com, rose.aneesha97@gmail.com, am.anjalianju@gmail.com, ANJANA K R <anjanakr98@gmail.com>, annmariasunny@gmail.com, anupamageorge18@gmail.com, ashi.ashitha04@gmail.com, athulyaharidas97@gmail.com, basilmbinu@gmail.com, devikardas04@gmail.com, fathi221998@gmail.com, jude999.jvm@gmail.com, krishnaunnikrishnan.1995@gmail.com, merrystar96@gmail.com, midhunasadudersanan@gmail.com, parvathysindhus@gmail.com, poojagirish9797@gmail.com, remyavjohn25@gmail.com, shraddharaveendran@gmail.com, sreee1197@gmail.com, thanseehakk@gmail.com, varsha7667@gmail.com, vyshnavypillai@gmail.com, abibarwin@gmail.com, theckanathagnes@gmail.com, aishwarya.aishu2101@gmail.com, alnadmanjaly10@gmail.com, anjanaragh@gmail.com, aswathysatheeshkumar5@gmail.com, brigitfranciso7@gmail.com, divyabalankhd@gmail.com, julia.koshy@gmail.com, meerasasi11@gmail.com, lamypj666@gmail.com, namithagvr@gmail.com, nayanambenoy@gmail.com, poojakannan80897@gmail.com, rejithaanil@gmail.com, roshnarajeev1997@gmail.com, sidharthharidas1996@gmail.com, srjshine421997@gmail.com, aryaprakash097@gmail.com, jibinlks007@gmail.com, rajalakshmi.raji1999@gmail.com, sajna.sulaiman92@gmail.com, abhishekn4454@gmail.com, adithyan739@gmail.com, aijojohn99@gmail.com, akhilmadhu81@gmail.com, akshayanil16@gmail.com, 07anaghaajayan@gmail.com, anurajendrannp1999@gmail.com, anannyanirmalan@gmail.com, angel1998sunny@gmail.com, anjuanjali22132@gmail.com, ardraprasad1999@gmail.com, Athiravenugopal128@gmail.com, chithu00keloth@gmail.com, gayathriramachandran007@gmail.com, himavijay2@gmail.com, jinsxaviour@gmail.com, joepaulppoulose75940@gmail.com, malavikanm99@gmail.com, mariyaac1999@gmail.com, merlinelsa555@gmail.com, muhammedsajidms369@gmail.com, reshmacmenon19@gmail.com, sandramohan1998@gmail.com, sarathkrishnan367@gmail.com, shilpasreedharan23@gmail.com, shimasunilkumar@gmail.com, lechu4646@gmail.com, srutheeshnaunni@gmail.com, vanikalangara@gmail.com, aiswaryacp2@gmail.com, alee66joseph@gmail.com, angelmariyababulib@gmail.com, jefsonjacob98@gmail.com

[Quoted text hidden]



Ajith C B <ajithcb003@gmail.com>

TCS Offer Letter

1 message

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>

Wed, Nov 3, 2021 at 12:02 PM

Reply-To: recruitment.entrylevel@tcs.com

To: ajithcb003@gmail.com

Dear **Ajith C B**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS.
Looking forward to hearing from you soon!


For any query, please contact 1800-209-3111(toll free) / ilp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====

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 **DT20218154127_OL.pdf**
710K



TCS Offer Letter

1 message

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>

Wed, 3 Nov, 2021 at 9:19 PM

Reply to: recruitment.entrylevel@tcs.com

To: 20karthik00@gmail.com

Dear **Karthik Saju**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS.
Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / ilp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====

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Kiran T.M <kirantm24@gmail.com>

TCS Offer Letter

1 message

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>

Wed, Nov 3, 2021 at 12:02 PM

Reply-To: recruitment.entrylevel@tcs.com

To: kirantm24@gmail.com

Dear **Kiran Madhu**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS.
Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / ilp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====

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710K



sset last name <sset@scmsgroup.org>

Invitation to participate in Infosys Campus Recruitment Program for 2021-22

5 messages

Abraham Ettumanookaran <abraham.e@infosys.com>

Fri, Aug 27, 2021 at 10:53 AM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>



Dear Professor,

Greetings from Infosys! Hope you and your loved ones are doing well.

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,600+ clients in more than 50 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,65,000+ employees makes this happen.

We have a [signature strategy](#) to help our employees move forward by inspiring them to build technology solutions for the future, making sure their career never stands still, and navigating further together.

We are keen to partner with your institute for the **Infosys Campus Recruitment Program 2021-22**. Engineering students from the 2022 batch will be hired for the role of **Systems Engineer** through this program.

The Systems Engineer role at Infosys requires expertise in core skills for the IT industry to design and develop standalone applications and provide application support. Systems Engineers are deployed across the business units of Infosys to manage legacy applications by focusing on programming languages and building system capabilities, user interfaces, and transactional services. The compensation for this role is INR 3.6 lakhs per annum.

Infosys Campus Recruitment Program will be conducted in a phased manner comprising of **Infosys online test and virtual interview**. Candidates who clear the Infosys online test will proceed to the interview round. Details of the online test are:

Total test duration – 100 minutes

Section	Skill tested	Number of questions	Time allocated
Section I	Reasoning Ability	15	25 minutes
Section II	Mathematical Ability	10	35 minutes
Section III	Verbal Ability	20	20 minutes
Section IV	Pseudocode	5	10 minutes
Section V	Puzzle Solving	4	10 minutes

Eligibility criteria for the program has been attached to this mail.

Kindly nominate eligible students from your institute by sharing their details in the attached 'Student Data Sheet' latest by Tuesday, August 31, 2021. Please note, our processes are system-driven hence, we will not be able to take in nominations after the last date.

In case of any queries, please feel free to contact me.



We look forward to a successful partnership with your institute.

Best regards,

Abraham John
Talent Acquisition
Infosys Limited

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2 attachments



-  **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K
-  **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>
To: Jayanand B <jayanand@scmsgroup.org>

Fri, Aug 27, 2021 at 11:00 AM

[Quoted text hidden]

2 attachments

-  **Infosys Campus Recruitment Program_Eligibility Criteria_AP-KL-TN.pdf**
46K
-  **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>

Sat, Aug 28, 2021 at 2:34 PM

To: abhishekpuresh@gmail.com, adnananvar2000@gmail.com, ainelmary141000@gmail.com, ajithcb003@gmail.com, akshayvijayan257@gmail.com, anamika10yz@gmail.com, feroseanjaly2000@gmail.com, anujkuthat@gmail.com, aparnakbabu01@gmail.com, aparnarusel10@gmail.com, araavindsub@gmail.com, archanasudhan014@gmail.com, arjunnr8@gmail.com, ashinjoeph47@gmail.com, crbhavana06@gmail.com, clinti91@gmail.com, cristyagustine888@gmail.com, farsanaas2016@gmail.com, fosteena17@gmail.com, harik17p@gmail.com, jaseemmohd123@gmail.com, 20karthik00@gmail.com, kirantm24@gmail.com, vpkrishnanjali001@gmail.com, krishnaprasadnr@gmail.com, hariprasad4330@gmail.com, mariyajulya8@gmail.com, meghajayaprakash112@gmail.com, meghanaaravikumar108@gmail.com, mjrohith2000@gmail.com, mohamedaslamlam75@gmail.com, hamdanabubeker784@gmail.com, haslam827@gmail.com, niha1082latheefmm@gmail.com, nithinarunm@gmail.com, nivinkbabu@gmail.com, prithvirajkr22@gmail.com, raeesaroxx@gmail.com, ranjanajayashree@gmail.com, rohithmadhu2000@gmail.com, shilpapushtam@gmail.com, thomasshaji888@gmail.com, kavyashibu44@gmail.com, muhammedsamrood007@gmail.com, yadhukrishnanr4@gmail.com, tvbasithkk@gmail.com, abhijithshylajan@gmail.com, abhiramshivani@gmail.com, abhiramsuja123@gmail.com, abhiroopchandran2000@gmail.com, abhisheknambar8589@gmail.com, abinantonny1832000@gmail.com, adarshchandran33@gmail.com, adithyanmenon544@gmail.com, aghila43@gmail.com, ajaikapat1234@gmail.com, akshayp4932@gmail.com, xavieralbert33@gmail.com, albinto768@gmail.com, alfinmartin77@gmail.com, alinsbenny363@gmail.com, alphinsebastian1999@gmail.com, amaljames421@gmail.com, amalrafy2000@gmail.com, anakhvalsan007@gmail.com, anandhuak619@gmail.com, anildenny36@gmail.com, arjunmohan444@gmail.com, arunraju.148@gmail.com, amalsudhikumar00@gmail.com, athulprakashan1@gmail.com, athulsmannerji@gmail.com, athulsajeev992@gmail.com, badareeexam9@gmail.com, bharathjmenon28@gmail.com, bharath9249@gmail.com, bibinbijum@gmail.com, christopherthattil@gmail.com, deepakmenonputhuseri@gmail.com, esthualex123@gmail.com, fb9744999849@gmail.com, febinshaju7@gmail.com, garydavischiramel@gmail.com, manesh.gautham@gmail.com, sreegautham129@gmail.com, glennrobert55@gmail.com, gokulcsiva@gmail.com, 1999gokulnaths@gmail.com, harisankarj378@gmail.com, jibinjoy598@gmail.com, jinoykdd@gmail.com, jishnucj78@gmail.com, jithinapp1999@gmail.com, joeljoyalukka@gmail.com, joechirayath3009@gmail.com, johnjosephphilip23@gmail.com, josephkoyikkara2000@gmail.com, johnsonthadevus@gmail.com, kbaburaj3807@gmail.com, ksvishnushankar283@gmail.com, leonlerin@gmail.com, midhung333@gmail.com, midhunmukundank@gmail.com, muhammedyasinmn@gmail.com, mohammedyasin.na@gmail.com, neiljolly9@gmail.com, pranav9633483845@gmail.com, raghuram.v2000@gmail.com, renishsunny3353@gmail.com, richusaju68@gmail.com, riithik115@gmail.com, rohith771416@gmail.com, ryangeoexc@gmail.com, sanjaypnambiar2@gmail.com, mailsanjusaju@gmail.com, sarathchandran1718@gmail.com, sayanthvj22@gmail.com, sharsheda@gmail.com, shonsaji15@gmail.com, sreehari270587@gmail.com, suhailfaizy7@gmail.com, ujualuju@gmail.com, vaisakhshivaprasad@gmail.com, vaishak.s.c@gmail.com, anilekm3@gmail.com, vinayakkarat@gmail.com, www.yaduraj7@gmail.com, angeljoyson2018@gmail.com, ansanksimon@gmail.com, anu250620@gmail.com, aravindgopakumar10@gmail.com, arjunstrom9@gmail.com, irinpappachan20@gmail.com, joelthomas99@gmail.com, joshuajolly1122@gmail.com, kajalct23@gmail.com, maxwell.e.arackal@gmail.com, sahil503732@gmail.com, parvathymukundan11@gmail.com, pranavraki@gmail.com, sreeragsreenivasan12345@gmail.com, swazzswathy5@gmail.com, vyshnavk2000@gmail.com, akhilpaulson500@gmail.com, alvinbenni24@gmail.com, amithav2000@gmail.com, aneeshaks20@gmail.com,

anusreemanayil@gmail.com, aparnasuresh98@gmail.com, aswathimols01@gmail.com, dhanushkrishnan10@gmail.com, jeslinmerin@gmail.com, kavaya.k10072000@gmail.com, divinlakshmi2000@gmail.com, lovelybenny1969@gmail.com, parvathyklijin@gmail.com, rithurajr@gmail.com, ron.rommy@gmail.com, sahala007@gmail.com, sssavi david2000@gmail.com, steevermarkose@gmail.com, vishnum241999@gmail.com

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A spreadsheet will be shared following this mail wherein the details asked for needs to be filled. A kind request to take advantage of this placement drive as it is a prestigious one. The on boarding is also done immediately after the final 8th semester examinations.

Thanks and best of luck.

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Date: Friday, August 27, 2021

Subject: Invitation to participate in Infosys Campus Recruitment Program for 2021-22

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar <gautham.premkumar@infosys.com>

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2 attachments

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46K

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12K

SSET <sset@scmsgroup.org>

Sat, Aug 28, 2021 at 2:38 PM

To: "abhijithkrishnaer15@gmail.com" <abhijithkrishnaer15@gmail.com>, "abhinaya1@ieee.org" <abhinaya1@ieee.org>, "abhianil032@gmail.com" <abhianil032@gmail.com>, "rajanabhishek121@gmail.com" <rajanabhishek121@gmail.com>, "agheelnk@gmail.com" <agheelnk@gmail.com>, "shradhakhil02@gmail.com" <shradhakhil02@gmail.com>, "akshairk658@gmail.com" <akshairk658@gmail.com>, "akshayshilesh22@gmail.com" <akshayshilesh22@gmail.com>, "akshayviswam99@gmail.com" <akshayviswam99@gmail.com>, "antonyamal635@gmail.com" <antonyamal635@gmail.com>, "amalhafiz123@gmail.com" <amalhafiz123@gmail.com>, "samarnath9846@gmail.com" <samarnath9846@gmail.com>, "aminshafiq14@gmail.com" <aminshafiq14@gmail.com>, "anandhuks109@gmail.com" <anandhuks109@gmail.com>, "maryjandria@gmail.com" <maryjandria@gmail.com>, "anitamartin0811@gmail.com" <anitamartin0811@gmail.com>, "anupoly101@gmail.com" <anupoly101@gmail.com>, "aparnarang98@gmail.com" <aparnarang98@gmail.com>, "arjuns62709@gmail.com" <arjuns62709@gmail.com>, 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<reshmacmenon19@gmail.com>, "sandramohan1998@gmail.com" <sandramohan1998@gmail.com>, "sarathkrishnan367@gmail.com" <sarathkrishnan367@gmail.com>, "shilpasreedharan23@gmail.com" <shilpasreedharan23@gmail.com>, "shimasunilkumar@gmail.com" <shimasunilkumar@gmail.com>, "lechu4646@gmail.com" <lechu4646@gmail.com>, "srutheeshnaunni@gmail.com" <srutheeshnaunni@gmail.com>, "vanikalangara@gmail.com" <vanikalangara@gmail.com>, "aiswaryacp2@gmail.com" <aiswaryacp2@gmail.com>, "alee66joseph@gmail.com" <alee66joseph@gmail.com>, "angelmaryababulib@gmail.com" <angelmaryababulib@gmail.com>, "jefsonjacob98@gmail.com" <jefsonjacob98@gmail.com>, "klaiswarya@gmail.com" <klaiswarya@gmail.com>, "aiswaryaviswanathan1998@gmail.com" <aiswaryaviswanathan1998@gmail.com>, "rose.aneesha97@gmail.com" <rose.aneesha97@gmail.com>, "am.anjalianju@gmail.com" <am.anjalianju@gmail.com>, "anjanakr98@gmail.com" <anjanakr98@gmail.com>, "annmariasunny@gmail.com" <annmariasunny@gmail.com>, "anupamageorge18@gmail.com" <anupamageorge18@gmail.com>, "ashi.ashitha04@gmail.com" <ashi.ashitha04@gmail.com>, "athulyaharidas97@gmail.com" <athulyaharidas97@gmail.com>, "basilmbinu@gmail.com" <basilmbinu@gmail.com>, "devikardas04@gmail.com" <devikardas04@gmail.com>, "fathi221998@gmail.com" <fathi221998@gmail.com>, "jude999.jvm@gmail.com" <jude999.jvm@gmail.com>, "krishnaunnikrishnan.1995@gmail.com" <krishnaunnikrishnan.1995@gmail.com>, "merrystar96@gmail.com" <merrystar96@gmail.com>, "midhunaserudersanan@gmail.com" <midhunaserudersanan@gmail.com>, "parvathysindhus@gmail.com" <parvathysindhus@gmail.com>, "poojagirish9797@gmail.com" <poojagirish9797@gmail.com>, "remyavjohn25@gmail.com" <remyavjohn25@gmail.com>, "shraddharaveendran@gmail.com" <shraddharaveendran@gmail.com>, "sreee1197@gmail.com" <sreee1197@gmail.com>, "thanseeahakk@gmail.com" <thanseeahakk@gmail.com>, "varsha7667@gmail.com" <varsha7667@gmail.com>, "vyshnavybpillai@gmail.com" <vyshnavybpillai@gmail.com>, "abibarwin@gmail.com" <abibarwin@gmail.com>, "theckanathagnes@gmail.com" <theckanathagnes@gmail.com>, "aishwarya.aishu2101@gmail.com" <aishwarya.aishu2101@gmail.com>, "alnadmanjaly10@gmail.com" <alnadmanjaly10@gmail.com>, "anjanaragh@gmail.com" <anjanaragh@gmail.com>, "aswathysatheeshkumar5@gmail.com" <aswathysatheeshkumar5@gmail.com>, "brigitfranciso7@gmail.com" <brigitfranciso7@gmail.com>, "divyabalankhd@gmail.com" <divyabalankhd@gmail.com>, "julia.koshy@gmail.com" <julia.koshy@gmail.com>, "meerasasi11@gmail.com" <meerasasi11@gmail.com>, "lamypj666@gmail.com" <lamypj666@gmail.com>, "namithagvr@gmail.com" <namithagvr@gmail.com>, "nayanambenoy@gmail.com" <nayanambenoy@gmail.com>, "poojakannan80897@gmail.com" <poojakannan80897@gmail.com>, "rejithaanil@gmail.com" <rejithaanil@gmail.com>, "roshnarajeev1997@gmail.com" <roshnarajeev1997@gmail.com>, "sidharthharidas1996@gmail.com" <sidharthharidas1996@gmail.com>, "srjshine421997@gmail.com" <srjshine421997@gmail.com>, "aryaprakash097@gmail.com" <aryaprakash097@gmail.com>, "jibinlks007@gmail.com" <jibinlks007@gmail.com>, "rajalakshmi.raji1999@gmail.com" <rajalakshmi.raji1999@gmail.com>, sajna shiyas <sajna.sulaiman92@gmail.com>
Cc: Jayanand B <jayanand@scmsgroup.org>

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Date: Friday, August 27, 2021

Subject: Invitation to participate in Infosys Campus Recruitment Program for 2021-22


To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar

<gautham.premkumar@infosys.com>

[Quoted text hidden]

2 attachments

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46K

 **Student data sheet_2022.xlsx**
12K

SSET <sset@scmsgroup.org>

Tue, Aug 31, 2021 at 3:18 PM

To: Abraham Ettumanookaran <abraham.e@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Gautham Premkumar

<gautham.premkumar@infosys.com>, Jayanand B <jayanand@scmsgroup.org>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Thank you for the opportunity given to our current 2022 batch. Please find the list of interested candidates for your kind perusal.

Thanks in advance.

Regards,

Prof (Dr) Jayanand B,

Placement in Charge,

SCMS School of Engineering and Technology,

Karukutty, Ernakulam, Kerala.

Mob : 9447442427

Email : jayanand@scmsgroup.org

[Quoted text hidden]

 **Infosys Placement Drive 2022.xlsx**
94K

Candidate Name	Candidate Email	College	Region	New Result
John	johnjoy8656@gmail.com	SCMS	Kerala	SELECT
Suhail	suhailahmed223@gmail.com	SCMS	Kerala	SELECT
Swetha	swethajs29@gmail.com	SCMS	Kerala	SELECT
Aswathy	aswathyprn@gmail.com	SCMS	Kerala	SELECT
Silpa	silpapt2015@gmail.com	SCMS	Kerala	SELECT
Kiran	kirantm24@gmail.com	SCMS	Kerala	SELECT
Araavind	araavindsub@gmail.com	SCMS	Kerala	SELECT
Anita	anitamartin0811@gmail.com	SCMS	Kerala	SELECT
Sananth	sananthkc12@gmail.com	SCMS	Kerala	SELECT
Mohammed	mohammedfayaz132676@gmail.com	SCMS	Kerala	SELECT
Abhirami	abhianil032@gmail.com	SCMS	Kerala	SELECT
Sreeparvathi	sree.sreeparu14@gmail.com	SCMS	Kerala	SELECT
Jithin	jithinkv2000@gmail.com	SCMS	Kerala	SELECT
Kajal	kajalct23@gmail.com	SCMS	Kerala	SELECT
Bhavya	bhavyajinaraj@gmail.com	SCMS	Kerala	SELECT
Rachna	rachnamathews6@gmail.com	SCMS	Kerala	SELECT
Vaibhav	vaibhavnair008@gmail.com	SCMS	Kerala	SELECT
Nimisha	nimishakuriachan@gmail.com	SCMS	Kerala	SELECT
Joshvvin	joshvvinjoshy@gmail.com	SCMS	Kerala	SELECT
Telvin	telvinten7@gmail.com	SCMS	Kerala	SELECT
Rohith	rohith771416@gmail.com	SCMS	Kerala	SELECT
Joemon	joechirayath3009@gmail.com	SCMS	Kerala	SELECT
Nisha	nishabcalcutta@gmail.com	SCMS	Kerala	SELECT
Nivya	nivuantony@gmail.com	SCMS	Kerala	REJECTED
Sanjana	sanjanavarghese47120@gmail.com	SCMS	Kerala	REJECTED
Abhishek	abhishekpuresh@gmail.com	SCMS	Kerala	REJECTED
Yadhukrishnan	yadhukrishnanr4@gmail.com	SCMS	Kerala	REJECTED
Rohit	rohitbineesh007@gmail.com	SCMS	Kerala	REJECTED
Shon	shonsaji15@gmail.com	SCMS	Kerala	REJECTED
Sagar	sagarnjr2255@gmail.com	SCMS	Kerala	REJECTED
Arya	aryaprakash097@gmail.com	SCMS	Kerala	REJECTED
Vani	vanikalangara@gmail.com	SCMS	Kerala	REJECTED
Yadukrishnan	yedhups@yahoo.com	SCMS	Kerala	REJECTED
Akshay	akshayviswam99@gmail.com	SCMS	Kerala	REJECTED
Shehzad	ibrahim.shehzad7@gmail.com	SCMS	Kerala	NO SHOW
Agheel	agheelnk@gmail.com	SCMS	Kerala	NO SHOW
Raheela	raheela1822@gmail.com	SCMS	Kerala	NO SHOW
Daniel	danielatwork311@gmail.com	SCMS	Kerala	NO SHOW
Gautham	gautham.salim.16@gmail.com	SCMS	Kerala	NO SHOW
Neeraj	neerajmallisseri@gmail.com	SCMS	Kerala	NO SHOW
Karthik	20karthik00@gmail.com	SCMS	Kerala	NO SHOW



sset last name <sset@scmsgroup.org>

Fwd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

merlin elsa mammen <merlinelsa555@gmail.com>
To: sset@scmsgroup.org

----- Forwarded message -----

From: Devika Rani <devikarani.l@qspiders.com>

Date: Tue, Jan 11, 2022, 3:18 PM

Subject: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

To: <jayanandb@gmail.com>

Cc: <ibrahim.shehzad7@gmail.com>, <deepakmenonputhuseri@gmail.com>, <shahanashahu309@gmail.com>, <krishnaprasadnr@gmail.com>, <souravpc3214@gmail.com>, <anjali.com>, <anurajendrannp1999@gmail.com>, <merlinelsa555@gmail.com>, <srutheeshnaunni@gmail.com>, <joepaulpoulose7594033291@gmail.com>, <ardraprasad1999@gmail.com>, <sadhana.k@qspiders.com>

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2022 Batch from your college.

We heartily congratulate students for getting placed & we officially welcome all the selected students to QSpiders.

Below List with Green Highlighted are the selects & Please communicate the same with students & we will post you the date of Joining ASAP.

For Selected students anything in further information or Query contact-9513684738/7619163087/8951922956.

[Note-This mail is a confirmation of selection & students while reporting can take a print/show the mail confirmation to the respective concerns]

Student name	Contact Number	Email Id	10th %	12th % / Diploma %	Degree	Degree Stream	Degree %	Degree Year of Passing	Degree College Name (please mention full name of your college)	Master degree	Master Degree %	Master degree college name (please mention name of college)
Shehzad Ibrahim	9567142522	ibrahim.shehzad7@gmail.com	92	68.4	Btech	CS	75.9	2022	SCMS School of Engineering and Technology			
Deepak P Menon	9497863401	deepakmenonputhuseri@gmail.com	87.8	92	Btech	MECH	69	2022	Scms school of engineering and technology			
Shahana mol B	8589011404	shahanashahu309@gmail.com	95	77.4	Btech	CS	81.95	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
Krishnaprasad T	9747954407	krishnaprasadnr@gmail.com	100	96	Btech	CIVIL	91.5	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
SOURAV PC	9497045863	souravpc3214@gmail.com	81	88	Btech	CS	79.02	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
Anjali. R	9544276084	anjaliirajeevkumar1998@gmail.com	65	65	BCA	IT	58	2020	Anjali R	MCA	76	SCMS Sc Engineering Techno
Anagha NP	9539446121	anurajendrannp1999@gmail.com	95	80	BSc	CS	65	2020	Providence women's college kozhikode	MCA	100	SCMS sc engineering techno
Merlin Elsa Mammen	7025752579	merlinelsa555@gmail.com	90	80	BCA	IT	69	2019	MERLIN ELSA MAMMEN	MCA	82	SCMS SC OF ENGINEERING AND TECHNO
srutheeshna u	9656109846	srutheeshnaunni@gmail.com	93	71	BSc	OTHERS	69.1	2020	sn college alathur	MCA	100	scms sc engineering techno
Joepaul p poulose	7594033291	joepaulpoulose7594033291@gmail.com	0.81	0.65	BCA	CS	0.62	2019	SKCMS kuruppampady	MCA	0.7	SCMS sc Engineering Techno

1/12/22, 9:19 AM

SCMS Group of Institutions Mail - Fwd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

Ardra prasad	9400557142	ardraprasad1999@gmail.com	80	81	BSc	CS	69.8	2020	Sree narayana college cherthala	MCA	83	Scms scl engineeri techno
Albin Tomy	9048089962	albinto768@gmail.com	82	80	Btech	MECH	75	2022	Scms school of engineering and technology			

Regards,

Devika

9513684738

Qspiders Incubation Team.



Letter of Intent

Doc Ref. No.: QC20210300

Date of Issue: 2nd November 2021

Dear **ATHIRA VENUGOPAL** ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (CTC)		3,00,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



sset last name <sset@scmsgroup.org>

Fwd: Hexaware Technologies || GET Selects 2022 Batch || SCMS School of Engineering and Technology

2 messages

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: **Rizwana Razak** <RizwanaR@hexaware.com>
Date: Wed, Nov 17, 2021 at 8:49 PM
Subject: Hexaware Technologies || GET Selects 2022 Batch || SCMS School of Engineering and Technology
To: jayanand@scmsgroup.org <jayanand@scmsgroup.org>
Cc: Sougata Sen <SougataS@hexaware.com>, Avinash Talreja <AvinashT2@hexaware.com>

Dear Team,

Greetings from Hexaware Technologies!

Congratulations! We are delighted to inform you that below students from your institute have been selected in our **GET - Virtual campus recruitment process – 2022**.

FirstName	MailID	PhoneNumber	University/ CollegeRegistrationID	U.G.Degree (B.E/B.Tech)	U.G.Degree Stream	
John Joy K	johnjoy8656@gmail.com	8086781946	SCM18CS040	B.Tech	CSE	S.
Diya Jolly	diyajolly29072000@gmail.com	9567954779	SCM18CS026	B.Tech	CSE	S.
ROHITH VR	rohithvr19@gmail.com	6282972164	SCS/8201/18	B.Tech	CSE	S.
ATHIRA VENUGOPAL	Athiravenugopal128@gmail.com	9447527166	SCM20MCA-2012	MCA (2 Year)	CA	S.
Jeslin Merin Sajeev	jeslinmerin@gmail.com	9496886028	SEC/8071/18 (COLLEGE ADMISSION NUMBER)	B.Tech	ECE	S.

Note : Multiple interviews are pending. Selects from those interviews will be notified at a later stage accordingly

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – G

Further details on their Letter of Intent will be shared subsequently.

PS: Candidates who are meeting the eligibility for upgrading their offers to the role of **Premier Graduate Engineer Trainee - PGET (CTC - 6 LPA)** will be contacted and upon their inter selection process for **PGET (Coding round + Additional Tech / MC Interviews)**.

Please note that if the candidate who chooses to appear for Upgradation to PGET fails to clear the same, he/she will continue to hold the GET offer

Warm Regards,

Rizwana Razak

Management Trainee

Campus Recruitment

Mob No: 8296488189



Unbox Your Potential



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Please notify the sender immediately and destroy all copies of this message along with all attachments thereto.

SSET <sset@scmsgroup.org>

Thu, Nov 18, 2021 at 9:41 AM

To: johnjoy8656@gmail.com, Diya Jolly <diyajolly29072000@gmail.com>, Rohith VR <rohithvr19@gmail.com>, Athiravenugopal128@gmail.com, jeslinmerin@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

Dear Students,

Congrats!!

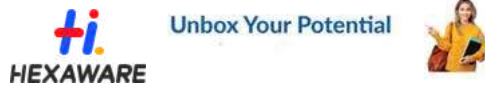
You all have done it.

Thanks
Placement cell
SSET

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]



[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Hexaware Technologies || GET Selects 2022 Batch || SCMS School of Engineering and Technology

6 messages

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: **Rizwana Razak** <RizwanaR@hexaware.com>
Date: Wed, Nov 17, 2021 at 8:49 PM
Subject: Hexaware Technologies || GET Selects 2022 Batch || SCMS School of Engineering and Technology
To: jayanand@scmsgroup.org <jayanand@scmsgroup.org>
Cc: Sougata Sen <SougataS@hexaware.com>, Avinash Talreja <AvinashT2@hexaware.com>

Dear Team,

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FirstName	MailID	PhoneNumber	University/ CollegeRegistrationID	U.G.Degree (B.E/B.Tech)	U.G.Degree Stream	
John Joy K	johnjoy8656@gmail.com	8086781946	SCM18CS040	B.Tech	CSE	S.
Diya Jolly	diyajolly29072000@gmail.com	9567954779	SCM18CS026	B.Tech	CSE	S.
ROHITH VR	rohithvr19@gmail.com	6282972164	SCS/8201/18	B.Tech	CSE	S.
ATHIRA VENUGOPAL	Athiravenugopal128@gmail.com	9447527166	SCM20MCA-2012	MCA (2 Year)	CA	S.
Jeslin Merin Sajeev	jeslinmerin@gmail.com	9496886028	SEC/8071/18 (COLLEGE ADMISSION NUMBER)	B.Tech	ECE	S.

Note : Multiple interviews are pending. Selects from those interviews will be notified at a later stage accordingly

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – G

Further details on their Letter of Intent will be shared subsequently.

PS: Candidates who are meeting the eligibility for upgrading their offers to the role of **Premier Graduate Engineer Trainee - PGET (CTC - 6 LPA)** will be contacted and upon their inter selection process for **PGET (Coding round + Additional Tech / MC Interviews)**.

Please note that if the candidate who chooses to appear for Upgradation to PGET fails to clear the same, he/she will continue to hold the GET offer

Warm Regards,

Rizwana Razak

Management Trainee

Campus Recruitment

Mob No: 8296488189



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Please notify the sender immediately and destroy all copies of this message along with all attachments thereto.

SSET <sset@scmsgroup.org>

Thu, Nov 18, 2021 at 9:41 AM

To: johnjoy8656@gmail.com, Diya Jolly <diyajolly29072000@gmail.com>, Rohith VR <rohithvr19@gmail.com>, Athiravenugopal128@gmail.com, jeslinmerin@gmail.com

Cc: Jayanand B <jayanand@scmsgroup.org>

Dear Students,

Congrats!!

You all have done it.

Thanks
Placement cell
SSET

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]



[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>

Fri, Nov 19, 2021 at 1:46 PM

To: SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: Rizwana Razak <RizwanaR@hexaware.com>

Date: Fri, Nov 19, 2021 at 9:52 AM

Subject: RE: Hexaware Technologies || GET Selects 2022 Batch || SCMS School of Engineering and Technology

To: jayanand@scmsgroup.org <jayanand@scmsgroup.org>

Cc: Sougata Sen <SougataS@hexaware.com>, Avinash Talreja <AvinashT2@hexaware.com>

Dear Team,

Greetings from Hexaware Technologies!

Congratulations! We are delighted to inform you that below students from your institute have been selected in our **GET - Virtual campus recruitment process – 2022**.

FirstName	MailID	PhoneNumber	University/ CollegeRegistrationID	U.G.Degree (B.E/B.Tech)	U.G.Degree Stream	CurrentCollegeName
Yadukrishnan P S	yedhups@yahoo.com	9847794889	SCS/8144/18	B.Tech	CSE	S. C. M. S. School of Engineering and Technology

Note : Multiple interviews are pending. Selects from those interviews will be notified at a later stage accordingly

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – GET Virtual Campus recruitment process.

Further details on their Letter of Intent will be shared subsequently.

PS: Candidates who are meeting the eligibility for upgrading their offers to the role of **Premier Graduate Engineer Trainee - PGET (CTC - 6 LPA)** will be contacted and upon their interest, they will be subject to further selection process for **PGET (Coding round + Additional Tech / MC Interviews)**.

Please note that if the candidate who chooses to appear for Upgradation to PGET fails to clear the same, he/she will continue to hold the GET offer

Warm Regards,

Rizwana Razak

Management Trainee

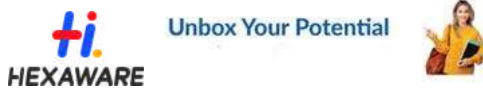
Campus Recruitment

Mob No: 8296488189



[Quoted text hidden]

Mob No: 8296488189



[Quoted text hidden]

SSET <sset@scmsgroup.org>
 To: Yedhu Krishna <yedhups@yahoo.com>
 Cc: Jayanand B <jayanand@scmsgroup.org>

Fri, Nov 19, 2021 at 2:12 PM

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)

[Quoted text hidden]

[Quoted text hidden]

Jayanand B <jayanand@scmsgroup.org>
 To: SSET <sset@scmsgroup.org>

Mon, Nov 22, 2021 at 10:00 AM

----- Forwarded message -----

From: **Rizwana Razak** <RizwanaR@hexaware.com>

Date: Mon, Nov 22, 2021 at 8:20 PM

Subject: RE: Hexaware Technologies || GET Selects 2022 Batch || SCMS School of Engineering and Technology

To: jayanand@scmsgroup.org <jayanand@scmsgroup.org>

Cc: Sougata Sen <SougataS@hexaware.com>, Avinash Talreja <AvinashT2@hexaware.com>

Dear Team,

Greetings from Hexaware Technologies!Congratulations! We are delighted to inform you that below students from your institute have been selected in our **GET - Virtual campus recruitment process – 2022**.

FirstName	MailID	PhoneNumber	University/ CollegeRegistrationID	U.G.Degree (B.E/B.Tech)	U.G.Degree Stream	CurrentCollegeName
Parvathy Vinod	parvathyvinod167@gmail.com	9400079468	SCM18CS054	B.Tech	CSE	S. C. M. S. School of Engineering and Technology
Dhishan Prajith Chemban	dhichu25@gmail.com	7306025425	SCM18CS025	B.Tech	CSE	S. C. M. S. School of Engineering and Technology

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – G Virtual Campus recruitment process.

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PS: Candidates who are meeting the eligibility for upgrading their offers to the role of **Premier Graduate Engineer Trainee - PGET (CTC - 6 LPA)** will be contacted and upon their inter they will be subject to further selection process for **PGET (Coding round + Additional Tech / MC Interviews)**.

Please note that if the candidate who chooses to appear for Upgradation to PGET fails to clear the same, he/she will continue to hold the GET offer

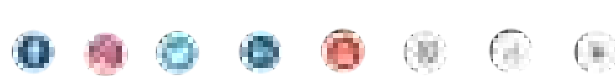
Warm Regards,

Rizwana Razak

Management Trainee

Campus Recruitment

Email : RizwanaR@hexaware.com



[Quoted text hidden]

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: parvathyvinod167@gmail.com, dhichu25@gmail.com

Tue, Nov 23, 2021 at 7:03 AM

----- Forwarded message -----

From: **Jayanand B** <layanand@scmsgroup.org>

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

UST Technical Interview-3rd Dec ' 21

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Dec 7, 2021 at

----- Forwarded message -----

From: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>

Date: Tue, Dec 7, 2021 at 11:11 AM

Subject: RE: UST Technical Interview-3rd Dec ' 21

To: Jayanand B <jayanand@scmsgroup.org>

Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>, Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>

Hi Sir,

Please find the below final feedbacks of candidate who attended the interview on 3rd Dec.

Requesting you to kindly block the selected candidates for us.

CID	Candidate Name	Mobile	Email	College	Date	Status
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	Reschedule
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	Reschedule
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	Select
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	Select
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	Select
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	Select
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	Select
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	Select
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	Reject
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	Reschedule
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	Select
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	Reject
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	Select
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	Select
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	Reject
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	Reject
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	Reject

Thanks,

Neethu

9288450759

On Thu, Dec 2, 2021 at 1:20 PM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

Please find the below updated schedules for tomorrow.

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26669941	Rajalakshmi V	+91 8281538729	raj1999v@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560

Thanks,
Neethu
9288450759

From: SSET <sset@scmsgroup.org>
Sent: Thursday, December 2, 2021 12:12 PM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>; Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>; Jayanand B <jayanand@scmsgroup.org>
Subject: Re: UST Technical Interview-3rd Dec ' 21

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Dear Madam,

The students are ready for the interviews and as of now no one has informed us about any inconvenience to attend the same.

Please find the listed of selected candidates below with their names showcased in **BOLD** who are the ones with no offers in hand.

Thanks and regards

Prof. Jayanand B

On Thu, Dec 2, 2021 at 11:44 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

As discussed, please find below the technical interview scheduled on 3rd Dec 2021 . Please note the below mentioned points.

1. Technical interviews are conducted via zoom session and candidates are required to use a laptop for attending the interview
2. Candidates should attempt the interview from a well illuminated and quiet place
3. They should use a steady internet connection (wired / cable internet connection) preferred in order to have steady connection (minimum recommended speed: 2 MBPS)
4. Candidates should have a soft copy of their individual resumes with them and the same should be shared to the interview panelist via zoom session (file sharing in zoom o screen sharing)
5. Candidates also should be available in phone during the entire duration of interview (in case we need to reach them over phone)
6. Candidate should hold any of the Govt ID proof before the interview for verification.

P.S Please let us know if any of the below candidate is unable to attend the interview by today 1.00 PM

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26680752	Rohit Bineesh	+91 9539249077	rohitbineesh007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26686135	Jagan Venugopal	+91 9188533403	jaganvenugopal5@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26680343	Dhilna K M	+91 9446172475	dhilnamathews@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26673229	Kavya Krishna	+91 6238855227	kavya.k10072000@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26660968	Neeraj Sagar	+91 9961955794	neerajsagar1998@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26671841	Nisha Benny	+91 9072465037	nishabcalcutta@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26665241	Sherin K Aby	+91 7025268725	sherinkabyv72@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26680837	Abhirami C A	+91 9633206607	abhianil032@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26682280	Silpa P T	+91 9539523829	silpapt2015@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26683835	Rachna Mathews	+91 9995723850	rachnamathews6@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26651875	P John Zachariah	+91 7356489562	johandanavil@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26650148	Sanjana Varghese	+91 9447978843	sanjanavarghese47120@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26680899	John Joy K	+91 8086781946	johnjoy8656@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26653028	K.S. Kannaki Natsenet	+91 7012658369	kannakinatsenet@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26648265	Joshvvin Joshy	+91 9495243883	joshvvinjoshy@gmail.com	SCMS	3-Dec-21	6.00 PM	6.30 PM	https://ust-global.zoom.us/j/	608560

								95820504513	
26674997	Swetha J S	+91 6282527502	swethajs29@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94735039179	263497
26682808	Nimisha Kuriachan	+91 8281661197	nimishakuriachan@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/93362043896	015343
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/93362043896	015343
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/92593534285	528989
26675651	Raheela N.A.	+91 8547203079	raheela1822@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/92593534285	528989
26681548	Abhinaya A Menon	+91 9895601019	abhinaya1@ieee.org	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/97488615213	192289
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/99139113341	450176
26677146	Aswathy Rajan	+91 8078794268	aswathypm@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/99139113341	450176
26657484	Sona Davis	+91 9188701434	sonadv71@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/95346585709	742112
26678314	Vaibhav Nair	+91 7358766296	vaibhavnair008@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/98414910534	710641
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26680773	Anita Martin	+91 7034989044	anitamartin0811@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/98414910534	710641
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/93380878471	969868
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/93380878471	969868
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26661887	Agheel Kareem	+91 8281625846	agheelnk@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/99131897137	529961
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26680935	Diya Jolly	+91 9567954779	diyajolly29072000@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99131897137	529961
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99840286765	180834
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26684136	Gayathri S	+91 9846958548	gayathrinishakp@ieee.org	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/95742446328	917664
26660494	Amal A	+91 7994155274	antonyamal635@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/98226486504	941462
26644209	Athira Venugopal	+91 9447527166	Athiravenugopal128@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/98226486504	941462
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/91983293742	818481

Regards,

Neethu Dinaraj

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sset last name <sset@scmsgroup.org>

UST Technical Interview-3rd Dec ' 21

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 17, 2022 at

----- Forwarded message -----

From: **Neethu Dinaraj(UST,IN)** <Neethu.Dinaraj@ust.com>
Date: Thu, Dec 16, 2021 at 10:37 AM
Subject: RE: UST Technical Interview-3rd Dec ' 21
To: Jayanand B <jayanand@scmsgroup.org>

Hi Sir,

PFB feedback of rescheduled cases.

CID	Candidate Name	Mobile	Email	College	Date	Status
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	14-Dec-21	Select

Thanks,

Neethu

9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Tuesday, December 14, 2021 9:23 AM
To: 'Jayanand B' <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Pls find the final feedback of rescheduled interviews.

CID	Candidate Name	Mobile	Email	College	Date	Status
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	10-Dec-21	Select
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	10-Dec-21	Select

Thanks,

Neethu

9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Monday, December 6, 2021 11:54 AM
To: Jayanand B <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Sure, we will get back with the updates.

Thanks,

Neethu

9288450759

From: Jayanand B <jayanand@scmsgroup.org>
Sent: Monday, December 6, 2021 11:44 AM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Subject: Re: UST Technical Interview-3rd Dec ' 21

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Dear Madam,

Thank you very much for your consent in arranging a separate interview for our students who are already placed, but given the consent that they would join only UST, if selected. The two students who gave consents are

1. Gracius Baby (CID : 26675825) and
2. Akhil Paulson (CID : 26684072).

We will be grateful if these students are also interviewed.

Regards,

Jayanand B,

Placement in Charge,

SCMS School of Engineering and Technology,

Ernakulam.

On Thu, Dec 2, 2021 at 1:20 PM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

Please find the below updated schedules for tomorrow.

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213

26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560

Thanks,

Neethu

9288450759

From: SSET <sset@scmsgroup.org>

Sent: Thursday, December 2, 2021 12:12 PM

To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>

Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>; Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>; Jayanand B <jayanand@scmsgroup.org>

Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

The students are ready for the interviews and as of now no one has informed us about any inconvenience to attend the same.

Please find the listed of selected candidates below with their names showcased in BOLD who are the ones with no offers in hand.

Thanks and regards

Prof. Jayanand B

On Thu, Dec 2, 2021 at 11:44 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

As discussed, please find below the technical interview scheduled on 3rd Dec 2021 . Please note the below mentioned points.

1. Technical interviews are conducted via zoom session and candidates are required to use a laptop for attending the interview
2. Candidates should attempt the interview from a well illuminated and quiet place
3. They should use a steady internet connection (wired / cable internet connection) preferred in order to have steady connection (minimum recommended speed: 2 MBPS)
4. Candidates should have a soft copy of their individual resumes with them and the same should be shared to the interview panelist via zoom session (file sharing in zoom o screen sharing)
5. Candidates also should be available in phone during the entire duration of interview (in case we need to reach them over phone)
6. Candidate should hold any of the Govt ID proof before the interview for verification.

P.S Please let us know if any of the below candidate is unable to attend the interview by today 1.00 PM

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom Pas
26680752	Rohit Bineesh	+91 9539249077	rohitbineesh007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26686135	Jagan Venugopal	+91 9188533403	jaganvenugopal5@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26680343	Dhilna K M	+91 9446172475	dhilnamathews@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26673229	Kavya Krishna	+91 6238855227	kavya.k10072000@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26660968	Neeraj Sagar	+91 9961955794	neerajsagar1998@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213

26671841	Nisha Benny	+91 9072465037	nishabcalcutta@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26665241	Sherin K Aby	+91 7025268725	sherinkabyv72@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26680837	Abhirami C A	+91 9633206607	abhiani032@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26682280	Silpa P T	+91 9539523829	silpapt2015@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26683835	Rachna Mathews	+91 9995723850	rachnamathews6@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26651875	P John Zachariah	+91 7356489562	johandanavil@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26650148	Sanjana Varghese	+91 9447978843	sanjanavarghese47120@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26680899	John Joy K	+91 8086781946	johnjoy8656@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26653028	K.S. Kannaki Natsenet	+91 7012658369	kannakinatsenet@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26648265	Joshvvin Joshy	+91 9495243883	joshvvinjoshy@gmail.com	SCMS	3-Dec-21	6.00 PM	6.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26674997	Swetha J S	+91 6282527502	swethajs29@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94735039179	263497
26682808	Nimisha Kuriachan	+91 8281661197	nimishakuriachan@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/93362043896	015343
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/93362043896	015343
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/92593534285	528989
26675651	Raheela N.A.	+91 8547203079	raheela1822@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/92593534285	528989
26681548	Abhinaya A Menon	+91 9895601019	abhinaya1@ieee.org	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/97488615213	192289
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/99139113341	450176
26677146	Aswathy Rajan	+91 8078794268	aswathypm@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/99139113341	450176
26657484	Sona Davis	+91 9188701434	sonadvs71@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/95346585709	742112
26678314	Vaibhav Nair	+91 7358766296	vaibhavnair008@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/98414910534	710641
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26680773	Anita Martin	+91 7034989044	anitamartin0811@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/98414910534	710641
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/	710641

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26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/93380878471	969868
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/93380878471	969868
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26661887	Agheel Kareem	+91 8281625846	agheelnk@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/99131897137	529961
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26680935	Diya Jolly	+91 9567954779	diyajolly29072000@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99131897137	529961
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99840286765	180834
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26684136	Gayathri S	+91 9846958548	gayathrinishakp@ieee.org	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/95742446328	917664
26660494	Amal A	+91 7994155274	antonyamal635@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/98226486504	941462
26644209	Athira Venugopal	+91 9447527166	Athiravenugopal128@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/98226486504	941462
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/91983293742	818481

Regards,

Neethu Dinaraj

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sset last name <sset@scmsgroup.org>

UST Technical Interview-3rd Dec ' 21

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 17, 2022

----- Forwarded message -----

From: **Neethu Dinaraj(UST,IN)** <Neethu.Dinaraj@ust.com>
Date: Fri, Dec 17, 2021 at 11:51 AM
Subject: RE: UST Technical Interview-3rd Dec ' 21
To: Jayanand B <jayanand@scmsgroup.org>

Hi Sir,

PFB feedback of rescheduled cases.

26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	16-Dec-21	Select
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	16-Dec-21	Reject

Thanks,

Neethu

9288450759

From: Jayanand B <jayanand@scmsgroup.org>
Sent: Thursday, December 16, 2021 12:34 PM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Subject: Re: UST Technical Interview-3rd Dec ' 21

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Madam,

Thank you very much for the update.

Regards,

Jayanand B

On Thu, Dec 16, 2021 at 10:37 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

PFB feedback of rescheduled cases.

CID	Candidate Name	Mobile	Email	College	Date	Status
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	14-Dec-21	Select

Thanks,

Neethu

9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Tuesday, December 14, 2021 9:23 AM
To: 'Jayanand B' <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Pls find the final feedback of rescheduled interviews.

CID	Candidate Name	Mobile	Email	College	Date	Status
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	10-Dec-21	Select
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	10-Dec-21	Select

Thanks,
Neethu
9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Monday, December 6, 2021 11:54 AM
To: Jayanand B <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Sure, we will get back with the updates.

Thanks,
Neethu
9288450759

From: Jayanand B <jayanand@scmsgroup.org>
Sent: Monday, December 6, 2021 11:44 AM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

Thank you very much for your consent in arranging a separate interview for our students who are already placed, but given the consent that they would join only UST, if selected. The students who gave consents are

1. Gracius Baby (CID : 26675825) and
2. Akhil Paulson (CID : 26684072).

We will be grateful if these students are also interviewed.

Regards,

Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Ernakulam.

On Thu, Dec 2, 2021 at 1:20 PM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

Please find the below updated schedules for tomorrow.

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom F
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560

Thanks,

Neethu

9288450759

From: SSET <sset@scmsgroup.org>
Sent: Thursday, December 2, 2021 12:12 PM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>; Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>; Jayanand B <jayanand@scmsgroup.org>
Subject: Re: UST Technical Interview-3rd Dec ' 21

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Dear Madam,

The students are ready for the interviews and as of now no one has informed us about any inconvenience to attend the same.

Please find the listed of selected candidates below with their names showcased in BOLD who are the ones with no offers in hand.

Thanks and regards

Prof. Jayanand B

On Thu, Dec 2, 2021 at 11:44 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

As discussed, please find below the technical interview scheduled on 3rd Dec 2021 . Please note the below mentioned points.

1. Technical interviews are conducted via zoom session and candidates are required to use a laptop for attending the interview
2. Candidates should attempt the interview from a well illuminated and quiet place
3. They should use a steady internet connection (wired / cable internet connection) preferred in order to have steady connection (minimum recommended speed: 2 MBPS)
4. Candidates should have a soft copy of their individual resumes with them and the same should be shared to the interview panelist via zoom session (file sharing in zoom screen sharing)
5. Candidates also should be available in phone during the entire duration of interview (in case we need to reach them over phone)
6. Candidate should hold any of the Govt ID proof before the interview for verification.

P.S Please let us know if any of the below candidate is unable to attend the interview by today 1.00 PM

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom F
26680752	Rohit Bineesh	+91 9539249077	rohitbineesh007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26686135	Jagan Venugopal	+91 9188533403	jaganvenugopal5@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26680343	Dhilna K M	+91 9446172475	dhilnamathews@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26673229	Kavya Krishna	+91 6238855227	kavya.k10072000@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26660968	Neeraj Sagar	+91 9961955794	neerajsagar1998@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26671841	Nisha Benny	+91 9072465037	nishabcalcutta@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26665241	Sherin K Aby	+91 7025268725	shrinkabyv72@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26680837	Abhirami C A	+91 9633206607	abhiani032@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26682280	Silpa P T	+91 9539523829	silpapt2015@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26683835	Rachna Mathews	+91 9995723850	rachnamathews6@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26651875	P John Zachariah	+91 7356489562	johandanavil@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26650148	Sanjana Varghese	+91 9447978843	sanjanavarghese47120@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26680899	John Joy K	+91 8086781946	johnjoy8656@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26653028	K.S. Kannaki Natsenet	+91 7012658369	kannakinatsenet@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26648265	Joshvvin Joshy	+91 9495243883	joshvvinjoshy@gmail.com	SCMS	3-Dec-21	6.00 PM	6.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26674997	Swetha J S	+91 6282527502	swethajs29@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/	263497

								94735039179	
26682808	Nimisha Kuriachan	+91 8281661197	nimishakuriachan@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/93362043896	015343
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/93362043896	015343
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/92593534285	528989
26675651	Raheela N.A.	+91 8547203079	raheela1822@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/92593534285	528989
26681548	Abhinaya A Menon	+91 9895601019	abhinaya1@ieee.org	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/97488615213	192289
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/99139113341	450176
26677146	Aswathy Rajan	+91 8078794268	aswathypm@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/99139113341	450176
26657484	Sona Davis	+91 9188701434	sonadvs71@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/95346585709	742112
26678314	Vaibhav Nair	+91 7358766296	vaibhavnair008@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/98414910534	710641
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26680773	Anita Martin	+91 7034989044	anitamartin0811@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/98414910534	710641
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/93380878471	969866
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/93380878471	969866
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26661887	Agheel Kareem	+91 8281625846	agheelnk@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/99131897137	529961
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26680935	Diya Jolly	+91 9567954779	diyajolly29072000@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99131897137	529961
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99840286765	180834
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26684136	Gayathri S	+91 9846958548	gayathrinishakp@ieee.org	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/95742446328	917664
26660494	Amal A	+91 7994155274	antonyamal635@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/98226486504	941462
26644209	Athira Venugopal	+91 9447527166	Athiravenugopal128@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/98226486504	941462
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/91983293742	818481

Regards,

Neethu Dinaraj

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sset last name <sset@scmsgroup.org>

SCMS School of Engineering and Technology- Congratulations to the Selected Candidates

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Mon, Jan 3, 2022 at 1:34 PM

Dear Dr.Jayanand B,

Greetings from Sutherland!!!

It was indeed a pleasure conducting the virtual campus drive for your institution . I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews & have been shortlisted as a "Associate" . Our Hearty Congratulations to the below Candidates,

S.No	Stream	First Name	Middle Name	Last Name	Primary Number	Alternate Number	Email ID
1	B.C.A.	Hima		Vijay	9746123918	9446304811	himavijay2@gmail.com
2	MCA	JOEPAUL	P	POULOSE	7594033291	8606363591	joepaulppoullose75940@gmail.com
3	MCA	ANAGHA		NP	9539446121	9387446121	anurajendrannp1999@gmail.com

Thanks& Regards,



Silviya Thankachan
Talent Acquisition
SUTHERLAND

M: +91 8137010196 **E:** silviya.thankachan@sutherlandglobal.com



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Offer: Computer Consultancy

Ref: TCSL/DT20195971075/Trivandrum

Date: 02/01/2022

Ms. Angel Sunny
Thandiakkal House,
Kallettumkara,
Thrissur-680683,
Kerala.
Tel# 91-9747663840

Dear Angel Sunny,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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Tata Consultancy Services Limited

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Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

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Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board /University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment,



business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.



This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.



19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the **nextstep portal** as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
 - Aadhaar Card
 - Standard X and XII/Diploma mark sheets & Certificate
 - Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
 - Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
 - Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
 - Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
 - Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
 - Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer
- The original documents will be returned to you after verification.



In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Angel Sunny
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20218284101/Trivandrum

Date: 03/01/2022

Ms. Vani M
Kalangara(House)Melloor,
Opposite Of Melloor Grama Panchayath,
Thrissur-680311,
Kerala.
Tel# 91-9495057429

Dear Vani M,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCSL/DT20218284101

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunmagiri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India

Tel: 0484 684 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board /University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment,



business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.



This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.



19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the **nextstep portal** as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
 - Aadhaar Card
 - Standard X and XII/Diploma mark sheets & Certificate
 - Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
 - Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
 - Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
 - Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
 - Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
 - Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer
- The original documents will be returned to you after verification.



In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:



(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Vani M
Designation	Assistant System Engineer-Trainee
Institute Name	Scms School Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 109-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



sset last name <sset@scmsgroup.org>

Fwd: Square Yards : Campus 2022_Interviews feedback

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Sat, Jan 8, 2022 at 10:54 PM

----- Forwarded message -----

From: <sandeep.kumar@squareyards.co.in>

Date: Sat, Jan 8, 2022 at 5:49 PM

Subject: Square Yards : Campus 2022_Interviews feedback

To: <jayanand@scmsgroup.org>

Cc: Kanika Gupta <kanika.gupta@squareyards.com>, Sreeja Nair <sreeja.nair@squareyards.co.in>, <anurag.a1@squareyards.co.in>, <ankit.saroj@squareyards.co.in>, <vinay.sharma2@squareyards.co.in>, ravi.nirwal <ravi.nirwal@squareyards.co.in>

Dear Team,

We are happy to announce the list of students who have been selected with Square Yards for their final placements.

Kindly share the updated Resume, Adhaar card and expected date of joining along with the preferred location (only one) of joining as mentioned below.

Locations:

North: Gurgaon & Noida

West: Mumbai & Pune

South: Bangalore, Hyderabad, Chennai, Vizag, Vijayawada

Name	College Name	Location	Interview Date	Leader
Mohammad sajid	S.C.M.S. School of Engineering Technology, Vidyanagar, Palisserry, Karukutty	Kerala	30-Dec-21	Shivam - SQY24580

Vinay Sharma : 8130569123/8920425796

Sandeep Kumar : 9540770100



Sandeep Kumar | HR -Square Yards

+91-9540770100 | sandeep.kumar@squareyards.co.in

www.squareyards.com

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sset last name <sset@scmsgroup.org>

Fwd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

merlin elsa mammen <merlinelsa555@gmail.com>
To: sset@scmsgroup.org

----- Forwarded message -----

From: Devika Rani <devikarani.l@qspiders.com>

Date: Tue, Jan 11, 2022, 3:18 PM

Subject: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

To: <jayanandb@gmail.com>

Cc: <ibrahim.shehzad7@gmail.com>, <deepakmenonputhuseri@gmail.com>, <shahanashahu309@gmail.com>, <krishnaprasadnr@gmail.com>, <souravpc3214@gmail.com>, <anjali.com>, <anurajendrannp1999@gmail.com>, <merlinelsa555@gmail.com>, <srutheeshnaunni@gmail.com>, <joepaulppoulouse7594033291@gmail.com>, <ardraprasad1999@gmail.com>, <sadhana.k@qspiders.com>

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2022 Batch from your college.

We heartily congratulate students for getting placed & we officially welcome all the selected students to QSpiders.

Below List with Green Highlighted are the selects & Please communicate the same with students & we will post you the date of Joining ASAP.

For Selected students anything in further information or Query contact-9513684738/7619163087/8951922956.

[Note-This mail is a confirmation of selection & students while reporting can take a print/show the mail confirmation to the respective concerns]

Student name	Contact Number	Email Id	10th %	12th % / Diploma %	Degree	Degree Stream	Degree %	Degree Year of Passing	Degree College Name (please mention full name of your college)	Master degree	Master Degree %	Master d colle name (pl mentio name of colle
Shehzad Ibrahim	9567142522	ibrahim.shehzad7@gmail.com	92	68.4	Btech	CS	75.9	2022	SCMS School of Engineering and Technology			
Deepak P Menon	9497863401	deepakmenonputhuseri@gmail.com	87.8	92	Btech	MECH	69	2022	Scms school of engineering and technology			
Shahana mol B	8589011404	shahanashahu309@gmail.com	95	77.4	Btech	CS	81.95	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
Krishnaprasad T	9747954407	krishnaprasadnr@gmail.com	100	96	Btech	CIVIL	91.5	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
SOURAV PC	9497045863	souravpc3214@gmail.com	81	88	Btech	CS	79.02	2022	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY			
Anjali. R	9544276084	anjaliirajeevkumar1998@gmail.com	65	65	BCA	IT	58	2020	Anjali R	MCA	76	SCMS Sc Engineeri Techno
Anagha NP	9539446121	anurajendrannp1999@gmail.com	95	80	BSc	CS	65	2020	Providence women's college kozhikode	MCA	100	SCMS sc engineeri techno
Merlin Elsa Mammen	7025752579	merlinelsa555@gmail.com	90	80	BCA	IT	69	2019	MERLIN ELSA MAMMEN	MCA	82	SCMS SC OF ENGINEE ANI TECHNO
srutheeshna u	9656109846	srutheeshnaunni@gmail.com	93	71	BSc	OTHERS	69.1	2020	sn college alathur	MCA	100	scms sch engineeri techno
Joepaul p poulose	7594033291	joepaulppoulouse7594033291@gmail.com	0.81	0.65	BCA	CS	0.62	2019	SKCMS kuruppampady	MCA	0.7	SCMS sc Engineeri Techno

1/12/22, 9:19 AM

SCMS Group of Institutions Mail - Fwd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

Ardra prasad	9400557142	ardraprasad1999@gmail.com	80	81	BSc	CS	69.8	2020	Sree narayana college cherthala	MCA	83	Scms scl engineeri techno
Albin Tomy	9048089962	albinto768@gmail.com	82	80	Btech	MECH	75	2022	Scms school of engineering and technology			

Regards,

Devika

9513684738

Qspiders Incubation Team.



sset last name <sset@scmsgroup.org>

UST Technical Interview-3rd Dec ' 21

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 17, 2022

----- Forwarded message -----

From: **Neethu Dinaraj(UST,IN)** <Neethu.Dinaraj@ust.com>
Date: Fri, Dec 17, 2021 at 11:51 AM
Subject: RE: UST Technical Interview-3rd Dec ' 21
To: Jayanand B <jayanand@scmsgroup.org>

Hi Sir,

PFB feedback of rescheduled cases.

26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	16-Dec-21	Select
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	16-Dec-21	Reject

Thanks,

Neethu

9288450759

From: Jayanand B <jayanand@scmsgroup.org>
Sent: Thursday, December 16, 2021 12:34 PM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Madam,

Thank you very much for the update.

Regards,

Jayanand B

On Thu, Dec 16, 2021 at 10:37 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

PFB feedback of rescheduled cases.

CID	Candidate Name	Mobile	Email	College	Date	Status
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	14-Dec-21	Select

Thanks,

Neethu

9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Tuesday, December 14, 2021 9:23 AM
To: 'Jayanand B' <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Pls find the final feedback of rescheduled interviews.

CID	Candidate Name	Mobile	Email	College	Date	Status
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	10-Dec-21	Select
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	10-Dec-21	Select

Thanks,
Neethu
9288450759

From: Neethu Dinaraj(UST,IN)
Sent: Monday, December 6, 2021 11:54 AM
To: Jayanand B <jayanand@scmsgroup.org>
Subject: RE: UST Technical Interview-3rd Dec ' 21

Hi Sir,

Sure, we will get back with the updates.

Thanks,
Neethu
9288450759

From: Jayanand B <jayanand@scmsgroup.org>
Sent: Monday, December 6, 2021 11:44 AM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

Thank you very much for your consent in arranging a separate interview for our students who are already placed, but given the consent that they would join only UST, if selected. The students who gave consents are

1. Gracius Baby (CID : 26675825) and
2. Akhil Paulson (CID : 26684072).

We will be grateful if these students are also interviewed.

Regards,

Jayanand B,
Placement in Charge,
SCMS School of Engineering and Technology,
Ernakulam.

On Thu, Dec 2, 2021 at 1:20 PM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

Please find the below updated schedules for tomorrow.

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom F
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26658338	Rithu Raj T R	+91 9207774028	rithurajtr@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560

Thanks,

Neethu

9288450759

From: SSET <sset@scmsgroup.org>
Sent: Thursday, December 2, 2021 12:12 PM
To: Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com>
Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>; Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>; Jayanand B <jayanand@scmsgroup.org>
Subject: Re: UST Technical Interview-3rd Dec ' 21

EXTERNAL EMAIL - Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Madam,

The students are ready for the interviews and as of now no one has informed us about any inconvenience to attend the same.

Please find the listed of selected candidates below with their names showcased in BOLD who are the ones with no offers in hand.

Thanks and regards

Prof. Jayanand B

On Thu, Dec 2, 2021 at 11:44 AM Neethu Dinaraj(UST,IN) <Neethu.Dinaraj@ust.com> wrote:

Hi Sir,

As discussed, please find below the technical interview scheduled on 3rd Dec 2021 . Please note the below mentioned points.

1. Technical interviews are conducted via zoom session and candidates are required to use a laptop for attending the interview
2. Candidates should attempt the interview from a well illuminated and quiet place
3. They should use a steady internet connection (wired / cable internet connection) preferred in order to have steady connection (minimum recommended speed: 2 MBPS)
4. Candidates should have a soft copy of their individual resumes with them and the same should be shared to the interview panelist via zoom session (file sharing in zoom screen sharing)
5. Candidates also should be available in phone during the entire duration of interview (in case we need to reach them over phone)
6. Candidate should hold any of the Govt ID proof before the interview for verification.

P.S Please let us know if any of the below candidate is unable to attend the interview by today 1.00 PM

CID	Candidate Name	Mobile	Email	College	Date	Start Time	End Time	Zoom ID	Zoom F
26680752	Rohit Bineesh	+91 9539249077	rohitbineesh007@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/99339869696	987606
26686135	Jagan Venugopal	+91 9188533403	jaganvenugopal5@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/99339869696	987606
26680343	Dhilna K M	+91 9446172475	dhilnamathews@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/96840880838	556507
26673229	Kavya Krishna	+91 6238855227	kavya.k10072000@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/96840880838	556507
26660968	Neeraj Sagar	+91 9961955794	neerajsagar1998@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/92301452814	227213
26671841	Nisha Benny	+91 9072465037	nishabcalcutta@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/92301452814	227213
26665241	Sherin K Aby	+91 7025268725	shrinkabyv72@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/92301452814	227213
26675950	Sahala V.H	+91 9895289635	sahalaa007@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/92301452814	227213
26656986	Aswathimol S	+91 8139884242	aswathimols01@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26680837	Abhirami C A	+91 9633206607	abhiani032@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26682280	Silpa P T	+91 9539523829	silpapt2015@gmail.com	SCMS	3-Dec-21	7.00 PM	7.30 PM	https://ust-global.zoom.us/j/91351620438	272213
26683835	Rachna Mathews	+91 9995723850	rachnamathews6@gmail.com	SCMS	3-Dec-21	7.30 PM	8.00 PM	https://ust-global.zoom.us/j/91351620438	272213
26651875	P John Zachariah	+91 7356489562	johandanavil@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/94201433579	120585
26684072	Akhil Paulson	+91 9447458746	akhilpaulson500@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/94201433579	120585
26650148	Sanjana Varghese	+91 9447978843	sanjanavarghese47120@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26684564	Aiswarya Cp	+91 8921837226	aiswaryacp2@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26672928	Shehzad Ibrahim	+91 9567142522	ibrahim.shehzad7@gmail.com	SCMS	3-Dec-21	4.00 PM	4.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26680899	John Joy K	+91 8086781946	johnjoy8656@gmail.com	SCMS	3-Dec-21	5.00 PM	5.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26653028	K.S. Kannaki Natsenet	+91 7012658369	kannakinatsenet@gmail.com	SCMS	3-Dec-21	5.30 PM	6.00 PM	https://ust-global.zoom.us/j/95820504513	608560
26648265	Joshvvin Joshy	+91 9495243883	joshvvinjoshy@gmail.com	SCMS	3-Dec-21	6.00 PM	6.30 PM	https://ust-global.zoom.us/j/95820504513	608560
26674997	Swetha J S	+91 6282527502	swethajs29@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/	263497

								94735039179	
26682808	Nimisha Kuriachan	+91 8281661197	nimishakuriachan@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/93362043896	015343
26675825	Gracious Baby	+91 8589060181	gracious932@gmail.com	SCMS	3-Dec-21	1.30 PM	2.00 PM	https://ust-global.zoom.us/j/93362043896	015343
26681473	Anandhakrishnan Ks	+91 7356252956	anandhuks109@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/92593534285	528989
26675651	Raheela N.A.	+91 8547203079	raheela1822@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/92593534285	528989
26681548	Abhinaya A Menon	+91 9895601019	abhinaya1@ieee.org	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/97488615213	192289
26665483	Suhail Ahmed T A	+91 8089708140	suhailahmed223@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/99139113341	450176
26677146	Aswathy Rajan	+91 8078794268	aswathyprn@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/99139113341	450176
26657484	Sona Davis	+91 9188701434	sonadvs71@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/95346585709	742112
26678314	Vaibhav Nair	+91 7358766296	vaibhavnair008@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/98414910534	710641
26683397	Akshay Shilesh	+91 7025161843	akshayshilesh22@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26680773	Anita Martin	+91 7034989044	anitamartin0811@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/98414910534	710641
26687501	Anu Poly	+91 7034674969	anupoly101@gmail.com	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/98414910534	710641
26681151	Gayathri S	+91 9539093125	sreegayati@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/93380878471	969866
26669941	Rajalakshmi V	+91 8281538729	raji1999v@gmail.com	SCMS	3-Dec-21	3.30 PM	4.00 PM	https://ust-global.zoom.us/j/93380878471	969866
26648137	Nivya Antony	+91 7593819600	nivuantony@gmail.com	SCMS	3-Dec-21	10.00 AM	10.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26661887	Agheel Kareem	+91 8281625846	agheelnk@gmail.com	SCMS	3-Dec-21	10.30 AM	11.00 AM	https://ust-global.zoom.us/j/99131897137	529961
26678320	Shahana Mol B	+91 8589011404	shahanashahu309@gmail.com	SCMS	3-Dec-21	11.00 AM	11.30 AM	https://ust-global.zoom.us/j/99131897137	529961
26680935	Diya Jolly	+91 9567954779	diyajolly29072000@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99131897137	529961
26664960	Meera Rajendran	+91 8078263353	meeranandanam99@gmail.com	SCMS	3-Dec-21	11.30 AM	12.00 PM	https://ust-global.zoom.us/j/99840286765	180834
26684263	Glory Elizabeth Elias	+91 9048808845	gloryelias1999@gmail.com	SCMS	3-Dec-21	12.00 PM	12.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26684136	Gayathri S	+91 9846958548	gayathrinishakp@ieee.org	SCMS	3-Dec-21	12.30 PM	1.00 PM	https://ust-global.zoom.us/j/95742446328	917664
26660494	Amal A	+91 7994155274	antonyamal635@gmail.com	SCMS	3-Dec-21	1.00 PM	1.30 PM	https://ust-global.zoom.us/j/95742446328	917664
26642443	Hima Vijay	+91 9746123918	himavijay2@gmail.com	SCMS	3-Dec-21	2.30 PM	3.00 PM	https://ust-global.zoom.us/j/98226486504	941462
26644209	Athira Venugopal	+91 9447527166	Athiravenugopal128@gmail.com	SCMS	3-Dec-21	3.00 PM	3.30 PM	https://ust-global.zoom.us/j/98226486504	941462
26675983	Merlin Elsa Mammen	+91 7025752579	merlinelsa555@gmail.com	SCMS	3-Dec-21	2.00 PM	2.30 PM	https://ust-global.zoom.us/j/91983293742	818481

Regards,

Neethu Dinaraj

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2019-20



sset last name <sset@scmsgroup.org>

Invitation - Infosys Campus Recruitment Program - 2020

4 messages

Sonu Jose <sonu.jose@infosys.com>

Fri, Aug 16, 2019 at 6:38 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun G Menon,

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,330+ clients in 45 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,29,000+ employees make this happen. As we begin campus recruitment for 2020 batch of students, we would like to share what we have in store.

At Infosys, we have a signature strategy to help our employees move forward. This is done by enabling employees build the next technology solutions, making sure their careers never stand still and navigating further together in a culture of inclusiveness. Through always-on learning options, career opportunities through bridge programs, training in advanced technologies at our Global Education Center in Mysore, and facilities to create work-life balance, we help our people to achieve what they desire the most.

We are keen to partner with your esteemed institution for Infosys Campus Recruitment Program 2020.

We are confident that you would be able to accommodate us as a **Day 1** company. Please affirm the same over email and also share with us suitable dates for the recruitment process by **20th Aug 2019**. We have attached our eligibility criteria for your reference.

Looking forward to a long and successful partnership with you again!

Best Regards,

Sonu Jose

Talent Acquisition

Infosys Limited

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Eligibility_Criteria.pdf
342K

SSET <sset@scmsgroup.org>

Sat, Aug 17, 2019 at 1:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sonu,

Thanks for the **Infosys Campus Recruitment Program 2020** program details. As per your mail, the recruitment drive of your esteemed organization, **Infosys Limited** is confirmed as **Day 1 Status Exclusively** for our 2020 batch students.

We do look forward to host the recruitment process **at any convenient dates during 25th, 26th or 27th September 2019**. Kindly confirm the date and mail us further details of drive.

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Sonu Jose <sonu.jose@infosys.com>

Sat, Aug 17, 2019 at 5:15 PM

To: SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sir,

Thankfully acknowledging your email.

I shall write to you shortly with further details and confirmation on process dates.

Warm regards,

Sonu Jose

From: SSET [mailto:sset@scmsgroup.org]

Sent: 17 August 2019 01:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>; Pramod_MV <Pramod_MV@infosys.com>

Subject: Re: Invitation - Infosys Campus Recruitment Program - 2020

[**EXTERNAL EMAIL**]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Oct 9, 2021 at 3:00 PM

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]



Eligibility_Criteria.pdf

342K



sset last name <sset@scmsgroup.org>

RE: Infosys Campus Recruitment 2019-20 - Final Selects

2 messages

AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Thu, Oct 3, 2019 at 5:06 PM

To: SSET <sset@scmsgroup.org>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

Greetings from Infosys!

This is with reference to the campus recruitment process conducted in your institute for the 2020 batch. Please find attached the final list of students who have been selected for offer.

We thank you for the support extended to conduct a seamless process and look forward for a long relationship with your esteemed institute. Please feel free to call me for any clarification.

Thanks & Regards,

Amogh Bengeri

Associate Lead - TA

Talent Acquisition Team

**Final list of selected students - 2020 - SCMS School of Engineering and Technology.doc**

118K

SSET <sset@scmsgroup.org>

Wed, Oct 9, 2019 at 9:54 AM

To: AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

On behalf of the management, principal, staff and students I thank you and your esteemed organization for visiting our campus and conducting on campus recruitment exclusively for our 2020 batch students on 2nd and 3rd October 2019 and for the 102 offers. We expect continuous interaction and support between our institution and your esteemed organization. Convey my best regards to your team members.

Please contact for further requirements.

With warm regards

Dr. Varun G Menon

Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Date of Interview	3rd October 2019	Name of the Institute	SCMS School of Engineering and Technology
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SL No	Roll Number	Name	Email ID
1	SCM16CS002	Aaron Joseph Fernandez	aaronfernz@hotmail.com
2	SCM16CS004	Abdul Samad	abdulsamadsait07@gmail.com
3	SCM16ME004	Abhijith O	omanakuttanabhijith@gmail.com
4	SCM16CS006	Abhijith Anilkumar M	abhijith.anil@gmail.com
5	SCM16ME005	Abhimanue H	abhigpharila97@gmail.com
6	SCM16EC004	Aiswarya Nair	aiswarya.nair98@gmail.com
7	SCM16EE006	Aiswarya Unni	ais861998@gmail.com
8	SCM16CS011	Aiswarya Vinod	aiswaryavinod066@gmail.com
9	SCM16ME012	Akash Thenayamchery	akashravit@gmail.com
10	SCM16EE008	Akhil Krishna K B	itsmeh4343@gmail.com
11	SCM16CS015	Akshay Ajith	akshayajith9981@gmail.com
12	SCM16CS019	Amelin Denny	amelindenny@gmail.com
13	SCM16ME026	Anand Rajeev	anandrjv97@gmail.com
14	SCM16CE024	Anjaly S	anjus7090123@gmail.com
15	SCM16CS025	Ann Maria	annmaria1419@gmail.com
16	SCM16EC015	Annmary Jose	annmaryjose1999@gmail.com
17	SCM16EC017	Anooja Benny	anoojabenny15@gmail.com
18	SCM16CS026	Anson Pinhero	ansonpinhero@gmail.com
19	SCM18CSCY02	Anupama M L	anupamaml96@gmail.com
20	SCM16CS028	Anwin David	anwindavid@gmail.com
21	SCM16AU010	Arjun M A	arjunmattathil619@gmail.com
22	SCM16CS030	Arjun A Ghosh	ghosharjun23@gmail.com
23	SCM16CE037	Arya G Pradeep	aryagpradeep2015@gmail.com
24	SCM16CS033	Ashil K Shanavas	ashilshanavas@gmail.com
25	SCM16ME036	Aswin P	appuasok97@gmail.com
26	SCM16ME037	Aswin Radhakrishnan	aswinradhakrishnan98@gmail.com
27	SCM16CE041	Aswin Krishna K K	aswinkrishnakk@gmail.com
28	SCM16EC021	Athira Anilkumar	athiraanilkumar60@gmail.com
29	SCM16CS037	Athira Theres Thomas	athiratheres97@gmail.com

CONGRATULATIONS

30	SCM16CS040	Athul Jeevankumar Nedumpillil	kumarathul63@gmail.com
31	SCM16ME038	Athul Krishna N S	athulshahul@gmail.com
32	SCM16CS044	Bhavyasree P V	bhavyavijil@gmail.com
33	SCM16EC024	Chinju Paul	chinjupaul6@gmail.com
34	SCM16CS047	Chinmay Krishna S	chinmaykrishnas@gmail.com
35	SCM16EC025	Christine Mathew V M	christinemathewvm@gmail.com
36	SCM16EC026	Chythannya .	chaithanyavikraman19@gmail.com
37	SCM16ME046	Cibin Joy K	cibin.joyk1@gmail.com
38	SCM16CS049	David Paul	davidpthavoo@gmail.com
39	SCM16CE049	Diya Dileep	diyadilip6@gmail.com
40	SCM16ME049	Edwin P Baby	edwinrosemaria9@gmail.com
41	150293	Fathima Safna P A	fathima.safnav97@gmail.com
42	SCM16CS053	Ganesh Babu	gbabu387@gmail.com
43	SCM16EC034	Geswin Babu	geswinbabu98@gmail.com
44	SCM16ME055	Gijo George Netticadan	gijonetticadan@gmail.com
45	SCM16CS058	Gokul Das K	gokuldas1303@gmail.com
46	SCM16ME056	Gokul Krishna D	gokuldileep98@gmail.com
47	SCM18ECCE01	Gopika G	gopikan2k15@gmail.com
48	SCM16CS060	Gopika V	gopikavgk@gmail.com
49	SCM16CE055	Greeshma Girish Kumar	greeshma1998@gmail.com
50	SCM16CS062	Hudaif Mohammed M	hudaif747@gmail.com
51	SCM16CE058	Isha Sumesh	ishasumesh.kc@gmail.com
52	SCM16CS064	Jackson K George	jacksonkgeorge28@gmail.com
53	SCM16CE059	Jacob Francis Paruvummel	fjacob505@gmail.com
54	SCM16EC038	Jayashyam J	jayashyamjpvs@gmail.com
55	SCM16CS065	Jerin Jose	jerinjoseputhuserry7@gmail.com
56	SCM16EE035	K A Muhammed Sahal	mdshl29@gmail.com
57	SCM16CE070	Karishma Jayasing	karishmajayasing3@gmail.com
58	SCM16CE074	Krishnapriya Joshy	krishnapriyajoshy19@gmail.com
59	150301	Lakshmy J	lakshmy.jayaraj@gmail.com
60	SCM16CS071	M Akarsh	akarsh2868@gmail.com
61	SCM16AU024	M Harikrishnan	hanuharikrishnan@gmail.com
62	SCM16ME076	Mohammad Labeeb Ihsan	mohammadlabeeb@yahoo.com

CONGRATULATIONS

63	SCM16CS075	Mohammed Falah Yusuf Hamza	falahyusufhamza@gmail.com
64	SCM16CE084	Muhammed Lamy P J	lamypj666@gmail.com
65	SCM16CS076	Naijith Gopal Thandilakath	gnaijith78@gmail.com
66	SCM16CS077	Namisha .	namisha123@gmail.com
67	SCM18ECCE02	Nandana Ajith	nandanaajithk31@gmail.com
68	SCM16CS080	Navaneeth Asok	asok.navaneeth@gmail.com
69	SCM16CS081	Navya K S	navyashali1@gmail.com
70	SCM16CS083	Nidhuna C	nidhunacheriyedath@gmail.com
71	SCM16CS084	Nikil S Kumar	nikilskumar4444@gmail.com
72	SCM16ME083	Nirmal Jose	nirmaljoe14@gmail.com
73	SCM16ME084	Parthiv M Krishna	parthivmkrishna@gmail.com
74	SCM16CE094	Paul Francis P	paulfrancis98@gmail.com
75	SCM16CS087	Pranav Prakash	pranavprakash997@gmail.com
76	SCM16CS089	Prashant G	prashantganesh007@gmail.com
77	SCM16CS091	Richu Sabu Mathew	richusabu254@gmail.com
78	SCM18CECS13	Rintu Kurian	rx.kuttan@gmail.com
79	SCM16CS093	Risa Shereen	risasherinc@gmail.com
80	SCM16ME098	Rohith Krishna T J	tjengineer2255@gmail.com
81	SCM16CS094	Rose Mary Chakiath	rosemarybinny246@gmail.com
82	SCM18CECS14	S D Sreedevi Nair	sdsreedevinair21@gmail.com
83	SCM16EE048	Sachin S Nair	sachinsdp2298@gmail.com
84	SCM16CS098	Sajini Stalin	sajinistalin007@gmail.com
85	SCM16CS100	Sara Abraham	sara.abraham12@gmail.com
86	SCM16CS103	Sebin K I	sebinignatious@gmail.com
87	SCM16CE107	Shahanas V N	shanushahanas204@gmail.com
88	SCM16CS105	Sherin Philip	sherinphilip3@gmail.com
89	SCM16EC071	Shruthi Sudhir Nair	shruthisn98@gmail.com
90	SCM16CS106	Shwetha Mary Jacob	shwejacob@gmail.com
91	SCM16ME111	Shyam Shankar V	shyamshankar97@gmail.com
92	SCM16CS109	Sidharth K	sidharthk97india@gmail.com
93	SCM16CS112	Sreelakshmi Prasad	sreelakshmiPrasad77@gmail.com
94	SCM16EC073	Sreelakshmi S	sreelakshmi.sukumaran@gmail.com
95	SCM16CS113	Sreelekshmi S	sreelekshmisreelechu@gmail.com

CONGRATULATIONS

96	150320	Subhadra S Menon	subhadrasmenon@gmail.com
97	SCM16ME118	Syam K S	syamks8182@gmail.com
98	SCM16CS115	Thushara P T	thusharapt1997@gmail.com
99	SCM16CE114	Vani Vijayakumar	vanivijayakumar1997@gmail.com
100	SCM16CS118	Vishal M Nair	mnvishal25@gmail.com
101	SCM18CSCY05	Vishnu P R	vishnuprvishnu94@gmail.com
102	SCM16ME120	VIVEK M M	vivekmm76@gmail.com

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Amogh Bengeri

Date : 3rd October 2019

Designation : Associate Lead – TA

Signature :

HRD/1000847864/20-21

January 28, 2021

Mr. M Harikrishnan
Nandanam, Erayilkadavu,
Near Esi Dispensary,
Kottayam-686001
India

Ph: +91-7025650966

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **29-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Harikrishnan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Harikrishnan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847378/20-21

January 27, 2021

Ms. Aiswarya Vinod
Aiswarya Jayanthi Road P.O,
Chalad
Kannur-670014
India

Ph: +91-8129518381

Dear Aiswarya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Vinod			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Aiswarya Vinod
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847383/20-21

October 28, 2020

Ms. Amelin Denny
Kolengaden House,
P.O.Kuttur,Kottekad
Thrisur-680013
India

Ph: 9387218145

Dear Amelin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Amelin Denny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Amelin Denny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848014/20-21

December 16, 2020

Ms. Athira Theres Thomas
Chittinappilly House Karukutty,
Near Neerolippara
Ernakulam-683576
India

Ph: +91-9746893993

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Athira Theres Thomas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Athira Theres Thomas		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847444/20-21

December 1, 2020

Mr. Gokul Das K
Swathi Kizhakkekara(H),
Karakurissi (P.O)
Palakkad-678595
India

Ph: +91-9567093278

Dear Gokul,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Gokul Das K			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Gokul Das K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847456/20-21

December 23, 2020

Mr. Jackson K George
Kalathil House, Jubilee Road Patteripuram,
Aluva
Ernakulam-683101
India

Ph: +91-8089399280

Dear Jackson,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Jackson K George			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jackson K George
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848040/20-21

December 28, 2020

Mr. Jerin Jose
Puthussery House, Karukutty P.O, Besleham
Angamaly
Ernakulam-683576
India

Ph: +91-9539302195

Dear Jerin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jerin Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jerin Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847462/20-21

December 16, 2020

Mr. M Akarsh
12/353B,
Padamughal
Ernakulam-682030
India

Ph: +91-8592010389

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. M Akarsh		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. M Akarsh		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000848073/20-21

December 2, 2020

Ms. Navya K S
Kolasseril House Koottukad,
Vadakkumpuram.P.O
Ernakulam-683521
India

Ph: 9400518725

Dear Navya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Navya K S			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Navya K S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848086/20-21

October 28, 2020

Mr. Nikil Kumar
Nellikapillil House, Knera-106, 1st Flr Asoka Road,
Kattayil Road Junction, Pottakuzhy, Kaloore
Ernakulam-682017
India

Ph: 9535738555

Dear Nikil,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Nikil Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Nikil Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848090/20-21

October 28, 2020

Ms. Risa Shereen
Asharikandiyil(H) ,Karandode P.O,
Vadakara
Kozhikode-673508
India

Ph: 7594077673

Dear Risa,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Risa Shereen			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Risa Shereen
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/20-21/1000693549

August 24, 2020

Ms. Rose Mary Joy
Candidate ID: 1000693549
Pazhep A Rambil, (H)
Manathana (p.o)
Kannur
Kerala
India
Ph: (91) 94467 97739

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 07, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/Virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/1000847582/20-21

December 1, 2020

Ms. Sajini Stalin
Kuttikattu House,
Perumanoor
Ernakulam-682015
India

Ph: +91-7356585307

Dear Sajini,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848095/20-21

October 28, 2020

Ms. Sara Abraham
13 B1, Kent Glass House,
Vytilla
Ernakulam-682019
India

Ph: 9061410314

Dear Sara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sara Abraham		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sara Abraham		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847589/20-21

December 1, 2020

Ms. Sherin Philip
124-C, Pocket-E, L.I.G
Flats,G.T.B Enclave
Delhi-110093
India

Ph: +91-9745907484

Dear Sherin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sherin Philip			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sherin Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847594/20-21

December 16, 2020

Ms. Sreelakshmi Prasad
Padickal House Elambakapilly Po, Koovapady,
Perumbavoor
Ernakulam-683544
India

Ph: +91-9496129906

Dear Sreelakshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847602/20-21

November 12, 2020

Ms. Sreelekshmi S
Padmavilasom Near Tb Junction,
Kottarakkara P.O
Kollam-691506
India

Ph: +91-9072544514

Dear Sreelekshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sreelekshmi S			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelekshmi S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847608/20-21

December 1, 2020

Ms. Thushara P T
Pookkulathu
Rajakad P O,,
Idukki-685566
India

Ph: +91-9447644878

Dear Thushara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Thushara P T
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Thushara P T		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847614/20-21

November 12, 2020

Mr. Vishal M Nair
Sreepadam, Edappon Aiyanikudy P.O,
Mavelikara
Alappuzha-690558
India

Ph: 9745660441

Dear Vishal,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Vishal M Nair			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Vishal M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847627/20-21

December 28, 2020

Ms. Annmary Jose
Chittinappilly House Karukutty P O,
Angamaly
Ernakulam-683576
India

Ph: +91-8078513408

Dear Annmary,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Annmary Jose		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Annmary Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847634/20-21

October 28, 2020

Ms. Anooja Benny
Moozhikkachalil Karukutty,
Angamaly, Ernakulam
Ernakulam-683576
India

Ph: 7559887182

Dear Anooja,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Anooja Benny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Anooja Benny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847642/20-21

December 23, 2020

Ms. Athira Anilkumar
Ambady House Edathala.P.O.,
Aluva
Ernakulam-683561
India

Ph: +91-9400838795

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Anilkumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Athira Anilkumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



sset last name <sset@scmsgroup.org>

TCS Off Campus Recruitment for 2019 and 2020 pass out batch

2 messages

Sumy Kuriakose <sumy.k@tcs.com>

Sat, Feb 20, 2021 at 11:23 AM

Dear Sir, Ma'am,

Greetings!

As you may be aware, TCS is going to hire the students from 2019 and 2020 pass out batch. The last date for registrations is 27-Feb-21. Please find attached the flyer for more details. Kindly circulate and please ensure maximum registrations.

Thanks & Regards,
Sumy Kuriakose
Academic Relationship Manager - Kerala
Desk: +91 484 6186695
VoIP: 448 6695
Cell: 9746830372
Tata Consultancy Services
TCS Centre SEZ Unit,
Infopark PO,
Kochi - 682042, Kerala
Mailto: sumy.k@tcs.com
Website: <http://www.tcs.com>

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97K



sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 10, 2021 at 12:59 PM

[Quoted text hidden]



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Offer: Computer Consultancy

Ref: TCSL/DT20195450092/Trivandrum

Date: 02/04/2021

Ms. Anciya Johny
Poovely House Poothamkutty,
Holy Family Church Thabore,
Angamaly-683577,
Kerala.
Tel# 91-8943941640

Dear Anciya Johny,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20195450092

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Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Anciya Johny
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Offer: Computer Consultancy
Ref: TCSL/DT20184512490/Mumbai
Date: 13/04/2021

Ms. Parvathy Harish
Mariath Parambil, Kallumadathil House Mathai Manjooran Road, Pachalam,
St Joseph School,
Ernakulam-682012,
Kerala.
Tel# 91-9447260110

Dear Parvathy Harish,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184512490

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Parvathy Harish
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Offer: Computer Consultancy

Ref: TCSL/DT20195658131/Trivandrum

Date: 13/09/2019

Mr. Jishin Amal Joshi
Rajan VillaVelloor,
Thiruvathukkal,
Kottayam-686003,
Kerala.
Tel# 91-9447408256

Dear Jishin Amal Joshi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Jishin Amal Joshi
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Offer: Computer Consultancy

Ref: TCSL/DT20184356967/Trivandrum

Date: 13/09/2019

Mr. Isham Mohamed
Valiyil House Puthurkkara, Ayyanthole,
Near Balan'S Smarakam,
Thrissur-680003,
Kerala.
Tel# 91-9447158423

Dear Isham Mohamed,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Isham Mohamed
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy

Ref: TCSL/DT20195403169/Trivandrum

Date: 17/09/2019

Mr. Naijith Gopal T
T.T.House,P.O.Pidavanoor MookkuthalaMakali Rd,
Near Mohanan Tea Shop,
Changarakulam-679574,
Kerala.
Tel# 91-8289800362

Dear Naijith Gopal T,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL).You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,024/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after

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GROSS SALARY SHEET

Annexure 1

Name	Naijith Gopal T
Designation	Systems Engineer
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	13,000	1,56,000
Bouquet Of Benefits #	29,258	3,51,100
2) Performance Pay		
Monthly Performance Pay	4,000	48,000
Performance Bonus*	3,000	36,000
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,560	18,720
Gratuity	625	7,504
Total of Annual Components & Retirals	2,185	34,124
Retention Incentive	NA	70,000
TOTAL GROSS	51,843	7,00,024
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,500	78,000
Leave Travel Assistance	1,083	13,000
Food Card	500	6,000
Personal Allowance	21,175	2,54,100
GROSS BOUQUET OF BENEFITS	29,258	3,51,100



Offer: Computer Consultancy

Ref: TCSL/DT20184511879/Trivandrum

Date: 13/09/2019

Ms. Sreelekshmi S
Padmavilasom Besides Ammankovil, Near Tb Jn,
Kottarakkara,
Kollam-691506,
Kerala.
Tel# 91-9847321418

Dear Sreelekshmi S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Sreelekshmi S
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Offer: Computer Consultancy

Ref: TCSL/DT20195414662/Trivandrum

Date: 13/09/2019

Mr. Abhilash K
Aravath Sivaganga HouseBekal,
Aravath,
Kanhangad-671318,
Kerala.
Tel# 91-9847125668

Dear Abhilash K,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Abhilash K
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Offer: Computer Consultancy

Ref: TCSL/DT20195530657/Trivandrum

Date: 13/09/2019

Ms. Anjusha Francis
10/670a Anchery Road,
Christopher Nagar,
Thrissur-680006,
Kerala.
Tel# -

Dear Anjusha Francis,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Anjusha Francis
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Offer: Computer Consultancy

Ref: TCSL/DT20195491526/Trivandrum

Date: 13/09/2019

Ms. Fathima K A
Kakkattil House,
Near Petrol Pump, Chunangamvely,
Ernakulam-683112,
Kerala.
Tel# 91-9961404039

Dear Fathima K A,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Fathima K A
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Offer: Computer Consultancy

Ref: TCSL/DT20195141835/Trivandrum

Date: 13/09/2019

Mr. Geswin Babu
Kolkunnil H, Konoor, KorattyKonoor,
Koratty,
Chalakudy-680308,
Kerala.
Tel# 91-9961987418

Dear Geswin Babu,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Geswin Babu
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Offer: Computer Consultancy

Ref: TCSL/DT20195424161/Trivandrum

Date: 13/09/2019

Mr. Sangeeth S G
Souparnika House, Olive School RoadOlive School Road,
Olive Public School,
Kozhikode-673525,
Kerala.
Tel# 91-7994206296

Dear Sangeeth S G,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Sangeeth S G
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Offer: Computer Consultancy

Ref: TCSL/DT20195740470/Trivandrum

Date: 13/09/2019

Mr. Sachin S Nair
UshasPunthala P.O,
Venmony Via,
Chengannur-689509,
Kerala.
Tel# -

Dear Sachin S Nair,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Sachin S Nair
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20195636057/Trivandrum

Date: 13/09/2019

Mr. Ajay S Kumar
Nalonneumuriyil House ,Perinjottackal P O KonniPerinjottackal,
Konni,
Pathanamthitta-689692,
Kerala.
Tel# -

Dear Ajay S Kumar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Ajay S Kumar
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Offer: Computer Consultancy

Ref: TCSL/DT20195575468/Trivandrum

Date: 13/09/2019

Mr. Cibin Joy K
Kollannur Tharayil House Attore P O Kuttur,
Near Bharath Cements,
Thrissur-680013,
Kerala.
Tel# -

Dear Cibin Joy K,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Cibin Joy K
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20195424290/Trivandrum

Date: 13/09/2019

Mr. Gokul Krishna D
Kattiparambil House Maliankara P.O. Maliankara Road,
Near Maliankara Post Office,
Eranakulam-683516,
Kerala.
Tel# 91-9495842466

Dear Gokul Krishna D,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Gokul Krishna D
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Offer: Computer Consultancy

Ref: TCSL/DT20195566814/Trivandrum

Date: 13/09/2019

Mr. Arun Kumar K S
Kurumbayil House, Elinjamkulam,
Cherai.P.O,
Ernakulam-683514,
Kerala.
Tel# 91-9995415340

Dear Arun Kumar K S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Arun Kumar K S
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy

Ref: TCSL/DT20195440579/Trivandrum

Date: 13/09/2019

Mr. Richu Sam
Vallicattukuzhiyil House,
Cherpunkal,
Kottayam-686584,
Kerala.
Tel# 91-9747576010

Dear Richu Sam,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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GROSS SALARY SHEET

Annexure 1

Name	Richu Sam
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184483910/Trivandrum

Date: 13/09/2019

Mr. Shyam Shankar V
Kalachur House, Manjummel P.O. Kalachur Road,
Eloor,
Ernakulam-683501,
Kerala.
Tel# 91-9496334448

Dear Shyam Shankar V,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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GROSS SALARY SHEET

Annexure 1

Name	Shyam Shankar V
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



sset last name <sset@scmsgroup.org>

Fwd: RE : QuEST 2020 placements

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Sep 3, 2019 at 11:04 AM

----- Forwarded message -----

From: **BeautlinP** <Beautlin.P@quest-global.com>
Date: Tue, Sep 3, 2019, 10:56 AM
Subject: RE : QuEST 2020 placements
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Dear placement officer !!

Greetings from QuEST Global !!

We are pleased to associate with your institution for placements for the year 2020.

We are commencing our campus hiring for 2019-2020 batch .

As the Placement drive is planned as a Pooled drive .**FISAT** will be the host college.

We are planning to schedule the drive on **20th September** please confirm whether it would be fine to go ahead .Please book your calendar .

On the same note , Requesting you to send over the student base as on before Friday

Online Exam will be scheduled one day prior to the placement drive .

Below is the details of eligibility criteria :

Job description for the candidates will be :

JOB TITLE : TRAINEE ENGINEER

LOCATION : Anywhere in QuEST offices

Eligibility Criteria

-

Degree : B-Tech

10th 12th :- 60% throughout

Degree – 65% (with no standing arrears).

Branch – CSE,EEE,ECE,IT

CTC - 3.1 LPA

Please make sure the candidates appearing for recruitment process should not have any backlog until S6 .

Accordingly, Please share the student data base ASAP .Attached is the template for sharing student details .PFA

Looking forward to hear from you !! Thanks for the support .

Regards,

Beautlin

Regards,

Beautlin Sheyo.P

University Relations and Development (India)

QuEST Global

QuEST Tower ,Technopark campus,

Trivandrum-695581

DISCLAIMER: This e-mail contains PRIVILEGED AND CONFIDENTIAL INFORMATION intended solely for the use of the addressee(s). If you are not the intended recipient, please notify the sender by e-mail and delete the original message. Opinions, conclusions and other information in this transmission that do not relate to the official business of QuEST Global and/or its subsidiaries, shall be understood as neither given nor endorsed by it. Any statements made herein that are tantamount to contractual obligations, promises, claims or commitments shall not be binding on the Company unless followed by written confirmation by an authorized signatory of the Company.



TEMPLATE.xlsx

9K

SSET <sset@scmsgroup.org>

Thu, Sep 5, 2019 at 1:29 PM

To: BeautlinP <Beautlin.P@quest-global.com>, Placement Cell - FISAT <placements@fisat.ac.in>

Cc: bejoyvarghese@fisat.ac.in

Dear Sir/Madam,

Thanks for the invitation extended to us this year too. As per the mail, attached herewith the filled template of our 125 candidates for the drive to be conducted by your esteemed organization on 19th and 20th September 2019.

Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]



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31K

sset last name <sset@scmsgroup.org>
Draft To: "Asha Prabhakaran E." <ashaprabhakaran@scmsgroup.org>

Tue, Sep 21, 2021 at 1:08 PM

[Quoted text hidden]



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31K



sset last name <sset@scmsgroup.org>

Register for Quest Global recruitment drive

5 messages

SSET <sset@scmsgroup.org>

Wed, Sep 4, 2019 at 9:15 AM

Bcc: Aanand Hari <aanandhari12@gmail.com>, aaronfernz@hotmail.com, abdulsamadsait07@gmail.com, abhijithanilkumar1801@gmail.com, abhijith.anil@gmail.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Adarsh Viswanath <adarshviswanath1998@gmail.com>, aiswaryavinod066@gmail.com, Ajay KS <ajayks1729@gmail.com>, akshayajith9981@gmail.com, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, amelindenny@gmail.com, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Ann Maria <annmaria1419@gmail.com>, Anson Pinhero <ansonpinhero@gmail.com>, anwindavid@gmail.com, Arjun Ghosh <ghosharjun23@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, ashilshanavas@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, athuks.plm@gmail.com, athiratheres97@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, kumarathul63@gmail.com, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, Bhavya Vijil <bhavyavijil@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Chaithra Cv <cvchaithra50@gmail.com>, CHINMAY KRISHNA <chinmaykrishnas@gmail.com>, CHRISTINA ROSELINE <xinarose123@gmail.com>, David Paul <davidpthavoo@gmail.com>, diya kd <diyakd1998@gmail.com>, fasnafas1247@gmail.com, Ganesh Babu <gbabu387@gmail.com>, gayathri98@gmail.com, gayathri mulloth <gayathrimulloth789@gmail.com>, Gokul Das <gokuldas1303@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, gopikavgk@gmail.com, hudaif747@gmail.com, Isham Mohamed <mail.to.isham@gmail.com>, Jackson K George <jacksonkgeorge28@gmail.com>, JJ innovationz <jerinjoseputhussery7@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirthi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, "Akarsh .M" <akarsh2868@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, falahyusufhamza@gmail.com, gnaijith78@gmail.com, Namisha Nazeer <namisha123@gmail.com>, Nandu Shaji <nandushaji099@gmail.com>, Navaneeth Asok <asok.navaneeth@gmail.com>, navya shali <navyashali1@gmail.com>, nidhunaacheriyedath@gmail.com, Nikil S Kumar <nikilskumar4444@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pranavprakash997@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, Prashant G <prashantganesh007@gmail.com>, rajathomasm734@gmail.com, rajathomas734@live.com, Richu Sabu <richusabu254@gmail.com>, rifas muhammed <rifasmuhammed007@gmail.com>, risa shereen <risasherinc@gmail.com>, Rosemary Chakiath <rosemarybinny246@gmail.com>, rose mary joy <rosemaryjoy1997@gmail.com>, Rose Mathew <rosemathew1998@gmail.com>, roweenajames7572@gmail.com, sajiniastalin007@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, sara abraham <sara.abraham12@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Sebin Ignatius <sebinignatious@gmail.com>, Shamil p <shamilp619@gmail.com>, Sherin Philip <sherinphilip3@gmail.com>, shwe jacob <shwejacob@gmail.com>, Sibin Varghese <sibinvarghese1@gmail.com>, sidharthk97india@gmail.com, rejikumarsilpa6@gmail.com, Sreelakshmi Prasad <sreelakshmiPrasad77@gmail.com>, Sreelekshmi S <sreelekshmisreelechu@gmail.com>, Arun L <arun.lsubramanian@gmail.com>, thusharapt1997@gmail.com, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, Vishal M Nair <mnvishal25@gmail.com>, vishnuramesh19@gmail.com, vivekcvarghese123@gmail.com, Abhilash Aravath <abhiaravath3@gmail.com>, tintu.abhi@gmail.com, aishwarya nair <aishwarya.nair98@gmail.com>, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpspunnalath@gmail.com>, ashiksalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, ancijajohny1998@gmail.com, aneenaaneer@gmail.com, ANJUSHA FRANCIS <jesanjushafrancis@gmail.com>, ANNMARY JOSE <annmaryjose1999@gmail.com>, Ann Rose Paiva <annrosepaiva@gmail.com>, anoojabenny15@gmail.com, arjun gosh <arjungosh6@gmail.com>, aswathy.nair30111998@gmail.com, athiraanilkumar60@gmail.com, Athul Antony <athulantony23@gmail.com>, ayanaappengal@gmail.com, chinjupaul6@gmail.com, christinemathewvm@gmail.com, chaithanyavikraman19@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyarockz8299@gmail.com>, rizafathimaka@gmail.com, shirinsunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, geswinbabu98@gmail.com, hafismukalel@gmail.com, Jayashyam Jp <jayashyamjpvs@gmail.com>, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpi55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnair98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, Nourin Nooruddeen <anfusnifu@gmail.com>, Preethy Somarajan <preethys98@gmail.com>, reshprkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, Sangeeth Sg <sangeethsg1011@gmail.com>, sarathjoseph65@gmail.com, shruthi nair <shruthisn98@gmail.com>, spsivanperumal@gmail.com, Sreelakshmi Sukumaran <sreelakshmi.sukumaran@gmail.com>, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, ais861998@gmail.com, AJIN P THOMAS

5 attachments **image001.png**
1K **image002.png**
1K **image003.png**
1K **image004.png**
1K **image004.png**
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SSET <sset@scmsgroup.org>
To: Kannan.GS@quest-global.com

Sun, Jun 28, 2020 at 11:32 PM

Dear Sir,

As per the trailing mail, we were informed that the following 4 students offers are valid from your end, from the total of 11 provisionally earlier selected students from our institution.

Student name	Email
<u>Laya Prathap</u>	layaprathap123@gmail.com
<u>Gayathri Jayakumar</u>	gayathri98@gmail.com
<u>Risa Shekeen</u>	risasherinc@gmail.com
<u>Mohammad Fallah</u>	falahyusufhamza@gmail.com

As per your mail, the above four students -Ms. Laya Prathap, Ms. Gayathri Jayakumar, Ms. Risa Shereen and Mr. Mohammed Falah, have expressed their willingness to join your esteemed organization.

It may kindly be noted that the final year university examinations scheduled during July 2020 are postponed due to the present Covid scenario and the finalized dates of the same are yet to be declared.

Kindly intimate further details of the same.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

----- Forwarded message -----

From: **University.Relations** <university.relations@quest-global.com>

Date: Fri, May 29, 2020, 3:44 PM

Subject: QuEST Global - Updates on Campus Selects

To: ssset@scmsgroup.org <ssset@scmsgroup.org>, varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Cc: Karthika Sreelatha <Karthika.Sreelatha@quest-global.com>

Hello,

Hope you are doing well and keeping safe.

Over the past few weeks, we have been witnessing unprecedented damage and untold misery to mankind all across the world. Thousands of people have lost their lives all over the world. While there is a lot more uncertainty to this dangerous pandemic humankind has ever witnessed, one thing we are all certain is that life is never going to be the same again in the foreseeable future.

Unfortunately, the virus has impacted the lives of people around the world, it is also impacting businesses on a massive scale. QuEST too has not been immune from the impact. Some lines of our business have been impacted and we have taken tough decisions such as suspending major hiring, managing costs, and optimizing the workforce. We also have re-prioritized our plans for the year, and currently we are focusing on doing what it takes to successfully maneuver through this crisis.

After careful assessment of the current business challenges, we regret to inform you that we are unable to honor the Offer of Employment made to you previously. The position for which they were interviewed and selected, has been put on hold until further notice.. However, we are in the process of putting together training content that will make them industry ready and help secure their future employment. Details of the same will be shared with them a little later.

We want you to know that if the business situation changes in the future, first employment preference will be given to them, should they choose to work with us.

We request your understanding at this time, and hope to welcome the candidates to the QuEST family in the future.

Please email us if you have any questions. Stay Safe!

The students that we will be going ahead with:-

Student name	Email
Laya Prathap	layaprathap123@gmail.com
Gayathri Jayakumar	gayathri98@gmail.com
Risa Shekeen	risasherinc@gmail.com
Mohammad Fallah	falahyusufhamza@gmail.com

Intent to offer Employment

Dear Avin M S,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Chaithra C V,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

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(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Gayathri Jayakumar,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

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The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Mohammed Falah Yusuf Hamza,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

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(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
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(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Risa Shereen,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC): 3.00 LPA**
- **Bonus : INR 25000 (On completion of a year)**
- **Location: All QuEST Global offices (as per business requirement)**
- **Working Hours : 45 hours/week (9 hours/day)**
- **Bond: 2 years**

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- **Background Verification Check.**
- **Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining**

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Rose Mathew,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

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For QuEST Global

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Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Jayashyam J,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC): 3.00 LPA**
- **Bonus : INR 25000 (On completion of a year)**
- **Location: All QuEST Global offices (as per business requirement)**
- **Working Hours : 45 hours/week (9 hours/day)**
- **Bond: 2 years**

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

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For QuEST Global

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Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Preethy Somarajan,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

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Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Anwin Francis,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

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Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear *Aravind Prathap*,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.54 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 85% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

AP
15/11/2019

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of Intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupons	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	1,155	17,560
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	10,405	244,860
Retirement Benefits		
(J) PF	1,400	21,600
(K) Gratuity	732	11,568
(L) RETIREMENT BENEFITS : (L = J+K)	2,132	30,268
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = J+L+M+N)	25,000	300000
Other Benefits		
(P) Shift Allowance ***		54000
(Q) TOTAL COST TO COMPANY (TCC) : (Q = O+P)		354,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QUEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.



Intent to offer Employment

Dear Laya Prathap N,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

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Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

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Intent to offer Employment

Dear Sanjay Shaji,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

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For QuEST Global

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Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

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sset last name <sset@scmsgroup.org>

Fwd: SOTI Campus Drive 2019 | SCMS | Student Registration Data

11 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Aug 30, 2019 at 3:21 PM

----- Forwarded message -----

From: **George Oommen** <George.Oommen@soti.net>
Date: Fri, Aug 30, 2019, 2:22 PM
Subject: SOTI Campus Drive 2019 | SCMS | Student Registration Data
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>
Cc: Vikram Goyal <Vikram.Goyal@soti.net>

Dear Varun Menon,

We are happy to have had the opportunity to visit **SCMS** and conduct our SOTI Student Day Roadshow!

Thank you for providing us with a platform to interact with both faculty and students. The enthusiasm with which the students responded to our sessions was inspiring. We are excited that the future generation is prepared and ready to take on the SOTI challenge.

Campus Visit Plan

We'd be thrilled to follow up with the students by visiting your campus in **September'19**.

Eligibility Criteria and Selection Process

The eligibility criteria and selection process for the below opportunities at SOTI is detailed here:

1. Summer Internship
2. Final Year Internship
3. Fresher Hiring

Opportunity Type	Summer Internship (2 Months)	Final Year Internship (6 Months)	Fresher Hiring
Qualification	B.E / B.Tech	B.E / B.Tech / M.E / M.Tech / M.Sc. / MCA	B.E / B.Tech / M.E / M.Tech / M.Sc. / MCA

Stream	Computer Science/ Electronics & Communication / Information Science / Information Technology	Computer Science / Electronics & Communication / Information Science / Information Technology	Computer Science / Electronics & Communication/ Information Science/ Information Technology
Year of Passing	2021	2020	2020
Duration	2 Months (May-Jun)	6 Months (Jan-Jun)	NA
Job Title	Intern	Intern	Software Engineer
Location	Gurugram – Delhi	Gurugram – Delhi	Kochi
Stipend	Yes	Yes	NA
Selection /Process	Online Test	Online Test	Online Test
	Technical Interview	Technical Interview	Tech & Scout Interview
	Final Selection	Final Selection	Final Selection

Application Process

Request you to kindly submit the details of interested and eligible candidates in attached format on or before **6th September 2019**.

For queries

and clarification, feel free to reach out to us.

Regards,

George Oommen,

Manager - People & Culture

SOTI-Kochi

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3 attachments


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SCMS_Student Registraion Data-September 2019.xlsx
18137K



sset last name <sset@scmsgroup.org>

SOTI- Campus recruitment drive on 4th October 2019

25 messages

SSET <sset@scmsgroup.org>

Tue, Oct 1, 2019 at 10:23 AM

Bcc: Aaromal sujith <aaromalsujith01@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, Abhijith Vijayan <vijayanabhijith4@gmail.com>, agney.saidas7@gmail.com, ahalyabaiju542@gmail.com, Ajay Santhosh <ajaysan2017@gmail.com>, Ajil Jaison <ajiljaison64@gmail.com>, ajserktp@gmail.com, AKASH NAMBIAR <akashmayoogham@gmail.com>, Akhil Paul <akhil.paul@ymail.com>, aksharakrajesh7@gmail.com, Alans John Stephen <alansjohnstephen@gmail.com>, alentbaburaj145@gmail.com, Alvin Jose <ajalvin007@gmail.com>, Ameena Azad <ameena7736azad@gmail.com>, anaghakj1999@gmail.com, Anandharam S <aanandharam@gmail.com>, Anirudh Sasi <anirudhsasi60@gmail.com>, anjal das <anjaldas3@gmail.com>, taurainpearl04@gmail.com, ANN AKKARA <annjakkara@gmail.com>, anupasebastian1998@gmail.com, anzu_mj18@yahoo.com, Aparna P Anand <aparnapanand099@gmail.com>, Ardra Nair <ardra.souparnika@gmail.com>, Arjun Subramanian <arjunsubru@gmail.com>, arjun suresh <arjunsuresh1999@gmail.com>, Arshik Antony <01antony.arshik@gmail.com>, arundhathiaa@yahoo.in, joshy vithayathil <joshyvithayathil123@gmail.com>, Ashby Babu <ashby512881@gmail.com>, ashik.mathew.pjm@gmail.com, mr ashil <ashilkb584@gmail.com>, Aswin Anand <aswinachuammu@gmail.com>, Aswin Rajeev <achurocksman@gmail.com>, Aswin Remesh <aswinremeshch1@gmail.com>, devzz <devika.99245@gmail.com>, dhaneesh mn <dhaneeshsrcm@gmail.com>, Divya Sabu <divya13499@gmail.com>, veeyae stores <veeyaestores@gmail.com>, gayathrivalsaraj27@gmail.com, Hariharan Venkatachalam <hariharanv72@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Ijaz Madathiparambil <ijazanwar48@gmail.com>, Jiso Jose <jisojose@gmail.com>, Jithin George <jithinnetticadan@hotmail.com>, Jithin Michael <jithujesu@gmail.com>, jiyabenny1999@gmail.com, Joel Mathew paul <joelmathewpaul007@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, kavithavanchoorakalam@gmail.com, Aditya Manoj <adityamn@gmail.com>, k4krishnanath@gmail.com, Malavika K Nair <malavika.knair@gmail.com>, maneesh krishna <maneeshappus@gmail.com>, Manoja E <manojae98@gmail.com>, marjith347@gmail.com, Anil Kumar C C <ccanilhighcourt@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerjeevee@gmail.com, Neal Vinod <nealvinod71@gmail.com>, Neethu Sunil <neethusunil488@gmail.com>, nimishamanoj033@gmail.com, nivedyap1999@gmail.com, PARVATHI JOSH Y <parvathijoshi09@gmail.com>, poojaspisharady@gmail.com, Premkrishna Sujit <prem.kitchu@gmail.com>, Kannan TH <kannanth97@gmail.com>, sabumenon@yahoo.com, rizwanayasmin00@gmail.com, robin abraham <abraham28rob@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, Rohith Saju <rohith17k@gmail.com>, rosemolbiju15@gmail.com, Roshan Prasad <roshanp60@gmail.com>, Saeed Basheer <saeedvbasheer@gmail.com>, Sanju m p <mpanju123@gmail.com>, Saranya Mukundan <saranyasaaru99@gmail.com>, Sarath Aravind <asarath36@gmail.com>, sarathnair30@outlook.com, sarath j <jsarathkaralman@gmail.com>, alias sonnet <aliassonnet1@gmail.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, Shravan Manoj <shravanmanoj911@gmail.com>, Simon Saju <simonsaju1@gmail.com>, sneha nambiar <snehanambiarrockz@gmail.com>, Zohan james <sohanjames33@gmail.com>, sourav binesh <souravbinesh10@gmail.com>, Sreeraj baburaj <bsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, sumayya.suhail4321@gmail.com, swathy harish <swathyharish.5@gmail.com>, sabu thomas <sabu7280@gmail.com>, Varun S nair <varunsnair99@gmail.com>, Vikhresh Krishna <vichu.tycoon007@gmail.com>, vinaydeo1999@gmail.com, Vinay Stephen <vinaystephen1@gmail.com>, Vinil Varghese <vinilvarghesethecr7@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>, vishnuprasad.r@hotmail.com, vishnu raj Vichu <vishnuraj9991@gmail.com>, vishnu pradeep <vivekvishnuvivek4@gmail.com>, agatha126@gmail.com, varmaaishwarya3@gmail.com, dO Or DiE <amalpod11999@gmail.com>, Amal Ashwin <amalposeidon@gmail.com>, ANAGHA SUJITH <anagha16sujith@gmail.com>, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, Anjanaksaju Saju <anjanana4111997@gmail.com>, aravinditekkot@gmail.com, Ardra Anil <ardraanil@gmail.com>, aryapradeep4850@gmail.com, asishashokanjali@gmail.com, Aswathy Gopalakrishnan <achuashy@gmail.com>, tsathira2112@gmail.com, athulyakt69@gmail.com, Bestin Antu <bestinantunps@gmail.com>, dennyjose@gmail.com, dilukp1997@gmail.com, fbacker@gmail.com, fathimathul kibthiya <fathimathulkibthiya@gmail.com>, gayuc98@gmail.com, geetikagopinath@yahoo.com, gokulmdas99@gmail.com, Manoj Ng <manojng@gmail.com>, Honey Manoj <honeymanoj76@gmail.com>, janetjobyc@gmail.com, Krishna Ganesh <krishnasreekovil@gmail.com>, krishnapryajayakumar1@gmail.com, navyamartin@gmail.com, Vishnupriya Sajeekumar <vpriyasajeekumar@gmail.com>, Sarath Sajan <sarathsajan1998@gmail.com>, sonachickku2000@gmail.com, lakshmisree2244@gmail.com, tejas cj <tejascj99@gmail.com>, FLYINGMACHINE 11 <yadukrishnankadukutty@gmail.com>, Aanand Hari <aanandhari12@gmail.com>, aaronfernz@hotmail.com, abdulsamadsait07@gmail.com, abhijithanilkumar1801@gmail.com, abhijith.anil@gmail.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Adarsh Viswanath <adarshviswanath1998@gmail.com>, aishwaryavinod066@gmail.com, Ajay KS <ajayks1729@gmail.com>, akshayajith9981@gmail.com, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, amelindenny@gmail.com, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Ann Maria <annmaria1419@gmail.com>, Anson Pinhero <ansonpinhero@gmail.com>, anwindavid@gmail.com, Arjun Ghosh <ghosharjun23@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, ashilshanavas@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, athuks.plm@gmail.com, athiratheres97@gmail.com, athoozzz123@gmail.com, Athira

Jayasankar <athiravj1997@gmail.com>, kumarathul63@gmail.com, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, Bhavya Vijil <bhavyavijil@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Chaithra Cv <cvchaithra50@gmail.com>, CHINMAY KRISHNA <chinmaykrishnas@gmail.com>, CHRISTINA ROSELINE <xinarose123@gmail.com>, David Paul <davidpthavoo@gmail.com>, diya kd <diyakd1998@gmail.com>, fasnafas1247@gmail.com, Ganesh Babu <gbabu387@gmail.com>, gayathri98@gmail.com, gayathri mulloth <gayathrimulloth789@gmail.com>, Gokul Das <gokuldass1303@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, gopikavgk@gmail.com, hudaif747@gmail.com, Isham Mohamed <mail.to.isham@gmail.com>, Jackson K George <jacksonkgeorge28@gmail.com>, JJ innovationz <jerinjosephthussery7@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirithi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, "Akarsh .M" <akarsh2868@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, falahyusufhamza@gmail.com, gnaijith78@gmail.com, Namisha Nazeer <namisha123@gmail.com>, Nandu Shaji <nandushaji099@gmail.com>, Navaneeth Asok <asok.navaneeth@gmail.com>, navya shali <navyashali1@gmail.com>, nidhunacheriyedath@gmail.com, Nikil S Kumar <nikilskumar4444@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pranavprakash997@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, Prashant G <prashantganesh007@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, Richu Sabu <richusabu254@gmail.com>, rifas muhammed <rifasmuhammed007@gmail.com>, risa shereen <risasherinc@gmail.com>, Rosemary Chakiath <rosemarybinny246@gmail.com>, rose mary joy <rosemaryjoy1997@gmail.com>, Rose Mathew <rosemathew1998@gmail.com>, roweenajames7572@gmail.com, sajiniatalin007@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, sara abraham <sara.abraham12@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Sebin Ignatius <sebinignatious@gmail.com>, Shamil p <shamilp619@gmail.com>, Sherin Philip <sherinphilip3@gmail.com>, shwe jacob <shwejacob@gmail.com>, Sibin Varghese <sibinvarghese1@gmail.com>, sidharthk97india@gmail.com, rejikumarsilpa6@gmail.com, Sreelakshmi Prasad <sreelakshmiPrasad77@gmail.com>, Sreelekshmi S <sreelekshmisreelechu@gmail.com>, Arun L <arun.lsubramanian@gmail.com>, thusharapt1997@gmail.com, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, Vishal M Nair <mnvishal25@gmail.com>, vishnupriya8017@gmail.com, vishnuramesh19@gmail.com, vivekcvarghese123@gmail.com, Abhilash Aravath <abhiaravath3@gmail.com>, tintu.abhi@gmail.com, aishwarya nair <aishwarya.nair98@gmail.com>, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpspunnilath@gmail.com>, ashiksalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, ancijajohny1998@gmail.com, aneenaaneer@gmail.com, ANJUSA FRANCIS <jesanjushafrancis@gmail.com>, ANNMARY JOSE <annmaryjose1999@gmail.com>, Ann Rose Paiva <annrosepaiva@gmail.com>, anoojabenny15@gmail.com, arjun gosh <arjungosh6@gmail.com>, aswathy.nair30111998@gmail.com, athiraanilkumar60@gmail.com, Athul Antony <athulantony23@gmail.com>, ayanaappengal@gmail.com, chinjupaul6@gmail.com, christinemathewvm@gmail.com, chaithanyavikraman19@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyarockz8299@gmail.com>, rizafathimaka@gmail.com, shirinsunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, Geswin Babu <geswinbabu98@gmail.com>, hafismukalel@gmail.com, Jayashyam Jp <jayashyamjpv@gmail.com>, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithin@gmail.com>, joffinpj55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnair98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, Nourin Nooruddeen <anfusanfu@gmail.com>, Preethy Somarajan <preethys98@gmail.com>, reshprkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, Sangeeth Sg <sangeethsg1011@gmail.com>, sarathjoseph65@gmail.com, shruthi nair <shruthisn98@gmail.com>, spsivanperumal@gmail.com, Sreelakshmi Sukumaran <sreelakshmi.sukumaran@gmail.com>, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, vismayanair2025@gmail.com, ANUPAMA M L <anupamaml96@gmail.com>, jijijnrdhn@gmail.com, vishnuprvishnu94@gmail.com, alinaallu333@gmail.com, ayaeeedas@gmail.com, hennahaneef27@gmail.com, lijijoy96@gmail.com, maheswarisreenathan@gmail.com, manjudavis5991@gmail.com, veenadevimr@gmail.com, vishnujithakh@gmail.com, gopikan2k15@gmail.com, nandanaajithk31@gmail.com, kumarreshmir@gmail.com

Dear Students,

There are 348 students for the **SOTI online test** scheduled on **4th October 2019 at our campus**. Find the below details and attached students list for your kind reference. **Reporting time and slots will be intimated soon.**

SSET- **B.Tech 2016-2020 batch -CS, EC, M.Tech 2018-2020 batch -CS, EC** - 171 students
 SSET-**B.Tech 2017-2021 batch -CS, EC** - 142 students
 SSTM - MCA 2018-2020 batch - 35 students

Do logonto to <https://www.soti.net/> before attending the test on 4th October 2019, for more company details.

Job Profile:

1. 2 Months Summer Internship for B-tech students (May-June) passing out in 2021.

Date: 14th October, 2019

Name: Christina Roseline
Address: CHALAVEETIL, GTRRA-8,
ANCY LANE, VADUTHALA,
KOCHI, KERALA,
INDIA- 682023

Offer of Employment

Dear Christina Roseline ,

We are pleased to offer you the position of Software Engineer at Gurugram. This is a permanent position with a 3 months probationary period and is subject to a satisfactory background verification, references and acceptance of terms and conditions as stipulated in the employment contract.

You shall join us on 6th July, 2020. A formal employment contract detailing the employment terms and conditions will be issued to you on completion of joining formalities. On the first day of joining you are requested to produce the following documents in original along with a copy of each:

1. Educational Certificates
2. PAN Card copy
3. Aadhar Card
4. Passport copy
5. Latest passport size colored photo - 2

As a confirmation of your acceptance, please sign a copy of this offer and email it to us.

We look forward to having you on board soon.

Regards,

For SOTI India Private Limited



Swati Singh
Director - People & Culture


16-10-2019

Salary Annexure

Employee Name	Christina Roseline	
Date of Offer	14 th October, 2019	
Business Title	Software Engineer	
Fixed Pay		
Components	Annual	Paid Monthly
Basic Pay	₹ 280,000	₹ 23,333
House Rent Allowance	₹ 140,000	₹ 11,667
Leave Travel Allowance (LTA)	₹ 40,000	₹ 3,333
Meal Allowance/Voucher	₹ 26,400	₹ 2,200
Books and periodicals	₹ 30,000	₹ 2,500
Gift Vouchers	₹ 5,000	₹ 417
Professional Pursuits/ Training	₹ 30,000	₹ 2,500
Mobile / Internet Expenses	₹ 30,000	₹ 2,500
Special Allowances	₹ 85,000	₹ 7,083
Contribution to PF	₹ 33,600	₹ 2,800
Gross Pay	₹ 700,000	₹ 58,333
Gratuity	Payable as per Gratuity Act 1972	
- Income tax is not calculated.		
- Employees' contribution towards PF will be deducted from the gross salary		
- Medical Insurance premium of Rs. 6683 will be deducted once a year from the gross salary. The premium amount may vary yearly subject to changes in company policy		

For SOTI India Private Limited


Swati Singh
Director - People & Culture

16-10-2019

1 ADDITIONAL COMPENSATION

Depending on the nature of your employment, you may be eligible to receive additional compensation in the following way:

- a) *Discretionary Reward*: By way of a discretionary performance based reward, subject to the achievement of financial objectives established by SOTI's Finance Department. You understand and agree that the amount of the reward, if any, and its payment on the part of SOTI, is entirely discretionary and is based on a recommendation by your manager and the formal approval by the senior leadership team of SOTI. There is no guarantee of any reward of any amount in any particular year. Under no circumstances should any reward be considered part of your wages or other regular employment compensation. Reward eligibility is not considered to have been earned until such time as it is paid out. You must be actively employed by SOTI at the time of payout in order to qualify for the payout.

2 BENEFITS

Upon joining SOTI, you will be eligible for the following entitlements and benefits:

- a) *Leaves*:
 - *Earned leaves* : 15 days in a calendar year
 - *Sick leaves* : 7 days in a calendar year
 - *Casual leaves* : 7 days in a calendar year
- b) *Group Mediclaim Insurance Coverage* : Employee & Spouse along with 2 dependent kids and parents/parents in-law covered from day 1 of joining.
- c) *Personal Accident Coverage* : Employee covered from day 1 of joining
- d) *Term Life Insurance Coverage* : Employee covered from day 1 of joining

I confirm acceptance to the above offer and am available to take-up this employment on the 6th July 2020

Employee Name:

CHRISTINA ROSELINE

Employee Signature:

Christina

Acceptance Date:

16-10-2019

For SOTI India Private Limited

Swati Singh

Swati Singh
Director - People & Culture



ONE PLATFORM – CONNECTING EVERYTHING

Date: 14th October, 2019.

Name: Isham Mohamed

Address: VALIYIL HOUSE, NEAR BALANS SMARAKAM,
PUTHURKKARA, AYYANTHOLE,
THRISSUR, KERALA,
INDIA - 680003

Offer of Employment

Dear Isham Mohamed,

We are pleased to offer you the position of Software Engineer at Kochi. This is a permanent position with a 3 months probationary period and is subject to a satisfactory background verification, references and acceptance of terms and conditions as stipulated in the employment contract.

You shall join us on 6th July 2020. A formal employment contract detailing the employment terms and conditions will be issued to you on completion of joining formalities. On the first day of joining you are requested to produce the following documents in original along with a copy of each:

1. Educational Certificates
2. PAN Card copy
3. Aachar Card
4. Passport copy
5. Latest passport size colored photo - 2

As a confirmation of your acceptance, please sign a copy of this offer and email it to us.

We look forward to having you on board soon.

Regards,

For SOTI India Private Limited

Swati Singh
Director - People & Culture

Salary Annexure

Employee Name	Isham Mohamed	
Date of Offer	14 th October,2019	
Business Title	Software Engineer	
Fixed Pay		
Components	Annual	Paid Monthly
Basic Pay	₹ 280,000	₹ 23,333
House Rent Allowance	₹ 112,000	₹ 9,333
Leave Travel Allowance (LTA)	₹ 40,000	₹ 3,333
Meal Allowance/Voucher	₹ 26,400	₹ 2,200
Books and periodicals	₹ 30,000	₹ 2,500
Gift Vouchers	₹ 5,000	₹ 417
Professional Pursuits/ Training	₹ 30,000	₹ 2,500
Mobile / Internet Expenses	₹ 30,000	₹ 2,500
Special Allowances	₹ 113,000	₹ 9,417
Contribution to PF	₹ 33,600	₹ 2,800
Gross Pay	₹ 700,000	₹ 58,333
Gratuity	Payable as per Gratuity Act 1972	
- Income tax is not calculated		
- Employees' contribution towards PF will be deducted from the gross salary		
- Medical Insurance premium of Rs. 6683 will be deducted once a year from the gross salary. The premium amount may vary yearly subject to changes in company policy		

For SOTI India Private Limited



Swati Singh
Director - People & Culture

Isham
16/10/19

1 ADDITIONAL COMPENSATION

Depending on the nature of your employment, you may be eligible to receive additional compensation in the following way:

- a) *Discretionary Reward*: By way of a discretionary performance based reward, subject to the achievement of financial objectives established by SOTI's Finance Department. You understand and agree that the amount of the reward, if any, and its payment on the part of SOTI, is entirely discretionary and is based on a recommendation by your manager and the formal approval by the senior leadership team of SOTI. There is no guarantee of any reward of any amount in any particular year. Under no circumstances should any reward be considered part of your wages or other regular employment compensation. Reward eligibility is not considered to have been earned until such time as it is paid out. You must be actively employed by SOTI at the time of payout in order to qualify for the payout.

2 BENEFITS

Upon joining SOTI, you will be eligible for the following entitlements and benefits:

- a) *Leaves*:
 - *Earned leaves* : 15 days in a calendar year
 - *Sick leaves* : 7 days in a calendar year
 - *Casual leaves* : 7 days in a calendar year
- b) *Group Mediclaim Insurance Coverage* : Employee & Spouse along with 2 dependent kids and parents/parents in-law covered from day 1 of joining.
- c) *Personal Accident Coverage* : Employee covered from day 1 of joining.
- d) *Term Life Insurance Coverage* : Employee covered from day 1 of joining.

I confirm acceptance to the above offer and am available to take-up this employment on the 6th July 2020

Employee Name: Isham Mohamed

Employee Signature: 

Acceptance Date: 16/10/19

For SOTI India Private Limited



Swati Singh
Director - People & Culture

Date: 14th October, 2019

Name: Sidharth K

Address: KIZHAKKEKARA HOUSE,
PALAKUZHA P.O, MUVATTUPUZHA,
ERNAKULAM, KERALA,
INDIA, 686662

Offer of Employment

Dear Sidharth K,

We are pleased to offer you the position of Software Engineer at Gurugram. This is a permanent position with a 3 months probationary period and is subject to a satisfactory background verification, references and acceptance of terms and conditions as stipulated in the employment contract.

You shall join us on 5th July, 2020. A formal employment contract detailing the employment terms and conditions will be issued to you on completion of joining formalities. On the first day of joining you are requested to produce the following documents in original along with a copy of each:

1. Educational Certificates
2. PAN Card copy
3. Aadhar Card
4. Passport copy
5. Latest passport size colored photo - 2

As a confirmation of your acceptance, please sign a copy of this offer and email it to us.

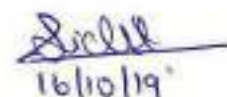
We look forward to having you on board soon.

Regards,

For SOTI India Private Limited



Swati Singh
Director - People & Culture



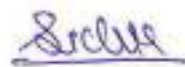
Salary Annexure

Employee Name	Sidharth K	
Date of Offer	14 th October, 2019	
Business Title	Software Engineer	
Fixed Pay		
Components	Annual	Paid Monthly
Basic Pay	₹ 280,000	₹ 23,333
House Rent Allowance	₹ 140,000	₹ 11,667
Leave Travel Allowance (LTA)	₹ 40,000	₹ 3,333
Meal Allowance/Voucher	₹ 26,400	₹ 2,200
Books and periodicals	₹ 30,000	₹ 2,500
Gift Vouchers	₹ 5,000	₹ 417
Professional Pursuits/ Training	₹ 30,000	₹ 2,500
Mobile / Internet Expenses	₹ 30,000	₹ 2,500
Special Allowances	₹ 85,000	₹ 7,083
Contribution to PF	₹ 33,600	₹ 2,800
Gross Pay	₹ 700,000	₹ 58,333
Gratuity	Payable as per Gratuity Act 1972	
- Income tax is not calculated		
- Employees' contribution towards PF will be deducted from the gross salary		
- Medical Insurance premium of Rs. 6683 will be deducted once a year from the gross salary. The premium amount may vary yearly subject to changes in company policy		

For SOTI India Private Limited



Swati Singh
Director - People & Culture


16/10/19

1 ADDITIONAL COMPENSATION

Depending on the nature of your employment, you may be eligible to receive additional compensation in the following way:

- a) *Discretionary Reward*: By way of a discretionary performance based reward, subject to the achievement of financial objectives established by SOTI's Finance Department. You understand and agree that the amount of the reward, if any, and its payment on the part of SOTI, is entirely discretionary and is based on a recommendation by your manager and the formal approval by the senior leadership team of SOTI. There is no guarantee of any reward of any amount in any particular year. Under no circumstances should any reward be considered part of your wages or other regular employment compensation. Reward eligibility is not considered to have been earned until such time as it is paid out. You must be actively employed by SOTI at the time of payout in order to qualify for the payout.


2 BENEFITS

Upon joining SOTI, you will be eligible for the following entitlements and benefits:

- a) *Leaves*:
 - *Earned leaves* : 15 days in a calendar year
 - *Sick leaves* : 7 days in a calendar year
 - *Casual leaves* : 7 days in a calendar year
- b) *Group Mediclaim Insurance Coverage* : Employee & Spouse along with 2 dependent kids and parents/parents in-law covered from day 1 of joining.
- c) *Personal Accident Coverage* : Employee covered from day 1 of joining
- d) *Term Life Insurance Coverage* : Employee covered from day 1 of joining

I confirm acceptance to the above offer and am available to take-up this employment on the 6th July 2020

Employee Name: SIDHARTH K

Employee Signature: 

Acceptance Date: 16/10/2019

For SOTI India Private Limited



Swati Singh
Director - People & Culture


16/10/19



sset last name <sset@scmsgroup.org>

Recruitment of IBS @ FISAT on 6 Sep 2019

7 messages

Placement Cell FISAT <placements@fisat.ac.in>
To: Bejoy EC FISAT <bejoyvarghese@fisat.ac.in>
Bcc: sset@scmsgroup.org

Thu, Aug 29, 2019 at 12:06 AM

Dear Sir,
Please note that the screening test for the IBS recruitment process will be held at our campus on 6 Sep 2019. Your campus is also included. Please share the list in the attached format before 10AM on Friday, 30 Aug, 2019, positively. Please reply to this mail without changing the subject line. DO NOT change the format.

Eligibility criteria:

2020 Batch Only

Ø 70% aggregate score in 10th and 12th (Don't round of %)

Ø B Tech 7.4 CGPA till last semester. (Don't round of %)

Ø Back papers – No back papers for any students.

Ø Branches – IT/Computer Science, ECE and (Mechanical Engineering –

If they are interested to do software job) (No other branches will be included)

Thanks & Regards,

--

Unni Kartha G
Placement Officer
Federal Institute of Science and Technology (FISAT)
Hormis Nagar | Mookkannoor P O | Angamaly
Kerala | Pin 683577
Ph : 0484 2725 275
Mob: 098463 87772
Email: placements@fisat.ac.in | unnikartha@gmail.com

**Template_Fisat_6 Sep 2019.xls**

27K

SSET <sset@scmsgroup.org>

Thu, Aug 29, 2019 at 2:43 PM

To: Placement Cell FISAT <placements@fisat.ac.in>

Cc: bejoyvarghese@fisat.ac.in, Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Thanks for the invitation extended to 2020 batch students too. As per the mail, attached herewith the filled template of our candidates for the drive to be conducted by IBS on September 6, 2019.

Kindly intimate further details of selection process

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]



Template_Fisat_6 Sep 2019.xls
75K

Placement Cell FISAT <placements@fisat.ac.in>
To: SSET <sset@scmsgroup.org>

Thu, Aug 29, 2019 at 9:40 PM

Dear Sir,
Thank you for the list. Only test will happen on 6th. The reporting time shall be informed later.
warm regards,
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Placement Cell FISAT <placements@fisat.ac.in>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Aug 30, 2019 at 3:43 PM

Dear Sir,

Thanks for the details. Kindly find the attached list with two more additional candidates (Sl. No. 70 and 71 in the sheet) for the drive to be conducted by IBS on September 6, 2019.

Hope you will do the needful.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]



Template_Fisat_6 Sep 2019.xls
78K

Placement Cell FISAT <placements@fisat.ac.in>
To: SSET <sset@scmsgroup.org>

Fri, Aug 30, 2019 at 3:46 PM

Dear Sir,
Thank you for the update. We shall confirm this after checking with them.
warm regards,
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Placement Cell FISAT <placements@fisat.ac.in>

Thu, Sep 5, 2019 at 10:52 AM

Dear Sir,

Request you to forward the attached list of candidates with updated mail ids of Sl. No. 26,31 and 39, in the attached sheet, as their previous mailed ids are not working, for the IBS online test scheduled on 17th September 2019.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>
[Quoted text hidden]



Template_Fisat_6 Sep 2019.xls
85K

sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Sat, Sep 11, 2021 at 5:12 PM

[Quoted text hidden]



Template_Fisat_6 Sep 2019.xls
27K

Final Selects to IBS Software Private Limited

No	Name of Candidate	Branch	College
1	KARTHIK RATESH	ECE	ADISHANKARA INSTITUTE OF ENG. & TECH
2	SONIA URUMESE	CSE	"
3	HARIHARAN M	ECE	"
4	KARTHIKA VENUGOPALAN	CSE	"
5	SREELAKSHMI RAMACHANDRAN	CSE	"
6	NILYA THOMAS	IT	"
7			
8			
9	GOPIKA V	CSE	SAMS School of Eng & Techn.
10	ANJUSHA FRANCIS	ECE	"
11	AKSHAY ASITH	CSE	"
12	ANAND RAGEEV	ME	"
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			

We are pleased to inform that the above mentioned students have been selected to IBS Software Private Limited after the recruitment drive conducted at FISAT, Angamaly on 25th Oct 2019.
 Congratulations and thank you for the support extended during this recruitment drive.

For IBS Software Pvt Ltd.


 Human Resources

Date: 04-Feb-2020

Anjusha Francis
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Anjusha Francis,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated after April 2020.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Special Allowance	12,550
4.	Food Vouchers	1,050
5.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
6.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

Akshay Ajith
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Akshay Ajith,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated after April 2020.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
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3.	Special Allowance	12,550
4.	Food Vouchers	1,050
5.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
6.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

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- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

ANAND RAJEEV
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear ANAND RAJEEV,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

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- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

Gopika V
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Gopika V,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

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- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

Nikil S Kumar
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Nikil S Kumar,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

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Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

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6.	Monthly Gross Earnings (Fixed)	28,000
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- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.



sset last name <sset@scmsgroup.org>

Fwd: Mu Sigma || Campus 2020 || Host college Kerala || 9th Nov || 10:00 AM

6 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Wed, Nov 6, 2019 at 12:53 PM

----- Forwarded message -----

From: **Hasmeet Sapra** <hasmeet.sapra@cocubes.com>

Date: Wed, Nov 6, 2019, 12:28 PM

Subject: RE: Mu Sigma || Campus 2020 || Host college Kerala || 9th Nov || 10:00 AM

To: Anshul Misra <Anshul.Misra@mu-sigma.com>, varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Cc: Pooja Parthasarathy <Pooja.Parthasarathy@mu-sigma.com>, Shipra Ghatpande <shipra.ghatpande@cocubes.com>

Hi Anshul,

Thank you for the E-Introduction

Dear Varun Sir,

Hope this email finds you well!

Please find below the details regarding the muApt Pool Campus Drive on **Saturday i.e. 9th Nov**

Request you to confirm the below details (address and SPOC contact for the Campus):

Campus Name	SCMS School of Engineering, Kerala
Campus Address	Kindly Confirm
Proctor Details	Will be Shared on 8-Nov
Time Duration	2 Hours
Count	277 (Pool Campus Event)
# Labs & # Systems	6 Labs – 250 systems Kindly Confirm by Sharing the Venue Checklist (Format Attached)
Institute SPOC	Dr. Varun Menon
Institute SPOC Contact	8714504684

Test Start Time	Slot 1 – 10:00 AM
	Slot 2 – 12:30 PM (only if required)

Please find attached the following:

- System Specification Document – Request you to run the link & check the same to ensure no issues arise at the time of the test
- Venue-checklist, **request you to kindly fill the copy and share the checklist latest by 7th Nov – 10:00 AM**

-

Attaching the split of the colleges with their respective counts . Please note, these colleges would be coming to SCMS School of Engineering, Kerala to participate for the muApt.

Please note:

- Login Details will be shared shortly with the proctor team coming to the campus

Please do reach out to us in case of any queries.

Hasmeet Sapra | Manager – Client Relations

Aon's Assessment Solutions

Raheja Towers | Unit 302 | 3rd Floor | Plot No. C-30

Bandra Kurla Complex | Mumbai - 400051 | Maharashtra | India

m +91 9818217433

hasmeet.sapra@cocubes.com

assessment.aon.com | [LinkedIn](#) | [Twitter](#)

From: Anshul Misra <Anshul.Misra@mu-sigma.com>

Sent: 05 November 2019 15:54

To: varunmenon@scmsgroup.org; Hasmeet Sapra <hasmeet.sapra@cocubes.com>

Cc: Pooja Parthasarathy <Pooja.Parthasarathy@mu-sigma.com>

Subject: Mu Sigma || Campus 2020 || Host college Kerala

Greetings Dr. Varun Menon,

I want to introduce you to Hasmeet Sapra. She's been our partner from Co-Cubes for the last 3-4 years, And will be the SPOC moving forward regarding all arrangements relating to conducting muAPT 2020 in your esteemed campus.

It's always been a pleasure for me working with Hasmeet and I'm sure you'll feel the same.

Please do provide her the Information required for a smooth process.

For your references :

Org	Name	Number
SCMS School of Engineering	Dr. Varun Menon	8714504684
Co-Cubes	Hasmeet Sapra	9818217433

Thanks!

Anshul Misra | +91 8105969667 | $\mu\sigma$

Connect with us on [LinkedIn](#) | [Twitter](#) | [Facebook](#)

This email contains Mu Sigma information which may be privileged or confidential. It is meant only for the individual(s) or entity named above. If you are not the intended recipient, note that disclosing, copying, distributing or using this information is prohibited. If you have received this email in error, please let me know immediately on the email above. Thank you. We monitor our email system and may record your emails.

3 attachments



KeralaEvent_CampusCounts.xlsx
10K



Venue Checklist.xls
81K



System Specification Document_Latest (1).pdf
760K

SSET <sset@scmsgroup.org>
To: "Anu N.S." <anu@scmsgroup.org>

Wed, Nov 6, 2019 at 12:57 PM

FYR.

[Quoted text hidden]

3 attachments



KeralaEvent_CampusCounts.xlsx
10K



Venue Checklist.xls
81K



System Specification Document_Latest (1).pdf
760K

SSET <sset@scmsgroup.org> Wed, Nov 6, 2019 at 2:20 PM
To: hasmeet.sapra@cocubes.com
Cc: Anshul Misra <Anshul.Misra@mu-sigma.com>, Pooja Parthasarathy <Pooja.Parthasarathy@mu-sigma.com>, Shipra Ghatpande <shipra.ghatpande@cocubes.com>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Madam,

As per the mail, please find below details of the MuApt Pool Campus Drive scheduled on **9th November 2019** at our campus.

Name	Email	College
Bijitha Balakrishnan	bijithabalakrishnan53@gmail.com	Scms School Of Engineering And Technology
Shwetha Mary Jacob	shwejacob@gmail.com	Scms School Of Engineering And Technology
Anjana Prakash Patteri	anjanaprakash000@gmail.com	Scms School Of Engineering And Technology
Vishnupriya.P	vishnupriya8017@gmail.com	Scms School Of Engineering And Technology
Gopika V	gopikavgk@gmail.com	Scms School Of Engineering And Technology
Ashna Parwin C S	ashnaparveencs@gmail.com	Scms School Of Engineering And Technology
Sajini Stalin	sajinistalin007@gmail.com	Scms School Of Engineering And Technology
Thushara P T	thusharapt1997@gmail.com	Scms School Of Engineering And Technology

Branch	Degree
COMPUTER SCIENCE	B-TECH
COMPUTER SCIENCE	B TECH
Computer Science	B.Tech
COMPUTER SCIENCE	BTECH
Computer Science	B.Tech
COMPUTER SCIENCE AND ENGINEERING	B.TECH
COMPUTER SCIENCE	B.TECH
COMPUTER SCIENCE AND ENGINEERING	B.Tech



Mu Sigma

Mu Sigma - Offer of Intent

Date: 16 Nov 2019

College: SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

Dear ANJANA PRAKASH PATERI

We, Mu Sigma Business Solutions Pvt. Ltd. are pleased to inform you of our intent to extend you an offer of employment for the post of Trainee Decision Scientist. Subject to the company's performance, your performance, your adherence to Mu Sigma employment contractual obligations and other relevant factors, your total compensation with Mu Sigma at the end of three jumps could be ₹2,100,000/- (inclusive of variable pay).

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deduction and contributions.

This offer stands withdrawn with due communication and employment will be terminated without notice if the offered candidate or employee has not completed the entire course i.e. has been unable to clear / pass every subject of the course successfully before joining.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas - ITPL SEZ Zone Whitefield Road, Bengaluru, Karnataka - KA - INDIA - 560066
Tel: +91 80 4054 9100 | Email: contactus@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309



Mu Sigma

Mu Sigma - Offer of Intent

Date: 16/11/19

College: SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

Dear SHWETHA MARY JACOB

We, Mu Sigma Business Solutions Pvt. Ltd. are pleased to inform you of our intent to extend you an offer of employment for the post of **Trainee Decision Scientist**. Subject to the company's performance, your performance, your adherence to Mu Sigma employment contractual obligations and other relevant factors, your total compensation with Mu Sigma at the end of three jumps could be ₹2,100,000/- (inclusive of variable pay).

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deduction and contributions.

This offer stands withdrawn with due communication and employment will be terminated without notice if the offered candidate or employee has not completed the entire course i.e. has been unable to clear / pass every subject of the course successfully before joining.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas - ITPL SEZ Zone Whitefield Road, Bengaluru, Karnataka - KA - INDIA - 560066

Tel: +91 80 4054 9100 | Email: contactus@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



sset last name <sset@scmsgroup.org>

Results of CareStack

2 messages

SSET <sset@scmsgroup.org>

Tue, Nov 19, 2019 at 1:14 PM

To: Ajay KS <ajayks1729@gmail.com>, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, MASS Media <anandhu070@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, Keerthi Sayiprakash <sayi.kirthi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, Maria Boban <mariaboban705@gmail.com>, minunsunil@gmail.com, Nandu Shaji <nandushaji099@gmail.com>, nivedithageorge@gmail.com, Pranav Prakash <pkpranav14@gmail.com>, rifasmohammed007@gmail.com, rejikumarsilpa6@gmail.com, Tomin Jose <tominjose123@gmail.com>, vishnupriya8017@gmail.com

Dear Students,

Please find below, the results of **CareStack**.

Name	Role	College
Arjun R Menon	Product Engineer	SCMS
Gautham M G	Product Engineer	Rajagiri
Nobel Prince	Product Analyst	Rajagiri
Rithul K A	Product Analyst	Rajagiri
Nayana Netto	Product Analyst	Sahrdaya

Congrats Arjun for the offer.

Regards,

Dr. Varun G Menon

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

sset last name <sset@scmsgroup.org>

Wed, Sep 15, 2021 at 8:16 AM

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Cognizant 2020 Batch Guidelines for Combined Campus Recruitment : Zone Kochi : Rajagiri School Of Engineering

8 messages

Varun Jose <cr.rajagiri@gmail.com>

Fri, Oct 4, 2019 at 5:20 PM

To: Placement Cell - RSET <pc.rajagiri@gmail.com>

Bcc: sset@scmsgroup.org

Cognizant pool campus drive for 2020 Batch
Date : 09-10-2019 (Wednesday)
Plz send the list by 6-10-2019 in the attached format.

Cognizant

Combined
campus hiring
Batch of **2020**

Greetings!

As a Fortune 200 company, we are constantly innovating to find the next big solution using technology. To enable this, we need passionate individuals who can help us leapfrog our way into the future. We are focused on understanding challenges, aware of opportunities and driven to find the right opportunities for our talent.

Cognizant is privileged to be part of your esteemed institution's campus recruitment program for the batch of 2020. Please note that as per the Cognizant campus hiring process, your students will have to meet the eligibility criteria listed below.

Eligibility Criteria - 2020 Batch

- 2020 BE / B. Tech / ME / M. Tech degree students belonging to CSE / IT / ECE / EEE / EIE / E&E / Applied Electronics / Computer & Technology / Electrical / ETE / ICE / Software/Mechanical Engineering (Full Time only)
- Consistent academic record of minimum 60% in X, XII, Diploma, UG & PG (all subjects taken into consideration) calculated as below

Student Information

- Students must carry the following for the recruitment Process – University ID card, 2 Recent PP size photographs (both ears visible in light background), Resume (max of 2 pages), all academic mark sheets & certificates (original & 1 Photocopy) for verification

o Aggregate% = sum of all subjects' marks scored / total no. of subjects (as of last semester result declared)

- No standing arrears in current education
- Maximum 2 years gap in education
- At the time of joining, all recruits will need to have a minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears
- Any student who has applied and is waiting for re-evaluation would be considered only with the initial results declared
- Appropriate CGPA to % will be considered as per University norms
- Strong written and communication skills
- Open only to Indian nationals
- Suitable candidates must be flexible to relocate to anywhere in India or work in any shift / domain as this will be determined based on business demand

Selection Process

As part of our selection process, we will conduct an online test covering Analytical, Verbal and Programming modules. Shortlisted students will be invited for two rounds of personal interviews (Technical and HR)

- Students must carry 1 Photocopy of their PAN Card, Aadhaar card and Passport (front & back page)

- Colleges need to authenticate the % of the candidates, via the college administration department records prior to the registering them for recruitment process

- Please ensure that only those students who meet our criteria appear for the Cognizant Placement process

- At the time of joining, all recruits need to have minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears

Time lines:

-
Cutoff date for data base sharing : Sat, 05th Oct 2019

Auto proctored online aptitude test :09th & 10th Oct 2019

Level of Hire & Other Details

Designation: Programmer Analyst Trainee

Compensation: INR 4,00,000 per annum

Disclaimer:

- Cognizant strictly prohibits payment of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to TAGCompliance@Cognizant.com
- If you encounter anyone who claims to offer a job at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make.
- We recommend that you do not respond to spam emails/ dubious messages. Ensure not to disclose your personal or financial details to anyone you do not know. If you do receive such mails—claiming to come from Cognizant—please notify us at TAGCompliance@Cognizant.com


- Please report any phishing attempt to CSIRT@Cognizant.com
- To ascertain that you are receiving an official call from Cognizant, please ensure you collect the recruiter's details (full name; employee ID; and mobile number) during the call.

Please find attached, the guidelines pertaining to Auto Proctoring Test and Organizing Combined Campus Recruitment Drive & Database Collation process to nodal office.

Team Cognizant

2019 Cognizant. All rights reserved.

2 attachments

 **Guidelines for SLPP.pdf**
806K

 **2020 Batch Students Master Template CTS.xls**
50K

SSET <sset@scmsgroup.org>

Sat, Oct 5, 2019 at 9:05 AM

Bcc: abhijithanilkumar1801@gmail.com, abhijiths13@yahoo.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, MASS Media <anandhu070@gmail.com>, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, Ashna Parveen <ashnaparveencs@gmail.com>, ashwin K a <ashwin7pascua@gmail.com>, athuks.plm@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, CHRISTINA ROSELINE <xinarose123@gmail.com>, diya kd <diyakd1998@gmail.com>, fasnafas1247@gmail.com, gayathri mulloth <gayathrimulloth789@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirithi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, Nandu Shaji <nandushaji099@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, rifas muhammed <rifasmuhammed007@gmail.com>, roweenajames7572@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Shamil p <shamilp619@gmail.com>, Sibin Varghese <sibinvarghese1@gmail.com>, rejikumarsilpa6@gmail.com, Arun L <arun.lsubramanian@gmail.com>, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, vishnupriya8017@gmail.com, vivekcvarghese123@gmail.com, niyasms51@gmail.com, tintu.abhi@gmail.com, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpsspunnilath@gmail.com>, akhilsalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, ancyajohny1998@gmail.com, aneenaaneer@gmail.com, Ann Rose Paiva <annrosepaiva@gmail.com>, arjun gosh <arjungalosh6@gmail.com>, aswathy.nair301198@gmail.com, aswathysujatha98@gmail.com, Athul Antony <athulantonny23@gmail.com>, ayanaappengal@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyarockz8299@gmail.com>, shirinsunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, hafismukalel@gmail.com, hari.krishnan412@gmail.com, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpj55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajinair98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, Nourin Nooruddeen <anfananfu@gmail.com>, reshpkkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, sharathjoseph65@gmail.com, spsivanperumal@gmail.com, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, AJIN P THOMAS <ajinp1998@gmail.com>, akhineshk777@gmail.com, akshay Dhanesh <akshaydhanesh121@gmail.com>, Alen Jacob <alenkotkar@gmail.com>, anaghaanil07@gmail.com, anjualbert1998@gmail.com, arathips004@gmail.com, Aravind Prathap <aravindprathap06@gmail.com>, achu10cr7@gmail.com, Arun Shaji Abraham <arunsa238@gmail.com>, Aswin Unnithan <aswinunnithan@gmail.com>, Athul Biju <athul.98@rediffmail.com>, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, Jeffin Jose <jeffinjose05@gmail.com>, jeswinsteephphen97@gmail.com, jibin thomas <jibinthomas680@gmail.com>, JOE JOSEPH NELSON Nelson <joejoseph.nelson47@gmail.com>, lakshmi11091997@gmail.com, limshashaju1998@gmail.com, Rafeeqe Ibrahim thoppil <rafeeqe97emj@gmail.com>, Nidhal Nazar <nidhalnazar80@gmail.com>, rajathpramod@gmail.com, Ramees Salim <salim.ramees@gmail.com>, rinsa.rinu723@gmail.com, robin08021998@gmail.com, "Salini Menon K.P" <salini0025@gmail.com>, sanjay vinu <sanjayvinu9@gmail.com>, "Shaheen .T.R" <123shaheentr@gmail.com>, Shimnaak Ak <shimnaak21@gmail.com>, shyam krishnan <shyamkrishnan23@gmail.com>, mrsreedevi8@gmail.com, sreelekshmija1997@gmail.com, Sruthila asokan <sruthilaasokan@gmail.com>, swathyrajeevpilm@gmail.com, Tony Tomy <tonyvelyathuparambill@gmail.com>

Dear Students,

28-Jan-2020

Dear Akhil Rajesh,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000788

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Akhil Rajesh	Designation:	Programmer Analyst Trainee
--------------	--------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Aswathy K P,
B.Tech/B.E., Electronics and Communication Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000508

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Aswathy K P	Designation:	Programmer Analyst Trainee
--------------	-------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
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- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
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* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Athul Manoj M,
B.Tech/B.E., Mechanical Engineering
SCMS School of communication and Technology



Candidate ID – 14000661

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Athul Manoj M	Designation:	Programmer Analyst Trainee
--------------	---------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Charan R,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000806

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Charan R	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
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Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

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1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Edwin Rapheal,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000665

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

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- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Edwin Rapheal	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
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	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
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- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
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- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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2. Redefine your salary structure within prescribed guidelines
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28-Jan-2020

Dear Gayathri M,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 14075406

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Gayathri M	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
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	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
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28-Jan-2020

Dear Harish G,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000756

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Harish G	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
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28-Jan-2020

Dear Muhammed Raihan,
B.Tech/B.E., Mechanical Engineering
SCMS SCHOOL OF ENGINEERING



Candidate ID – 14000785

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Muhammed Raihan	Designation:	Programmer Analyst Trainee
--------------	-----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
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	Gratuity		5,986
	Annual Total Remuneration		401,986

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28-Jan-2020

Dear Pranav Krishna K A,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000762

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Pranav Krishna K A	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
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Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

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1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

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28-Jan-2020

Dear Prayag S B,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000709

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Prayag S B	Designation:	Programmer Analyst Trainee
--------------	------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
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28-Jan-2020

Dear Rohith Krishna,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000771

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Rohith Krishna	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
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	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

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28-Jan-2020

Dear Shone Antony,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000669

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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Please note

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Shone Antony	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
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As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
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28-Jan-2020

Dear Sabin Varghese,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000780

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Sibin Varghese	Designation:	Programmer Analyst Trainee
--------------	----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
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sset last name <sset@scmsgroup.org>

Sutherland Campus Invite - SCMS School of Engineering and Technology!

1 message

ChandraShekhar G3 <ChandraShekhar.G@sutherlandglobal.com>

Tue, Jan 14, 2020 at 4:40 PM

To: SSET <sset@scmsgroup.org>

Cc: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Dear Mr. Varun,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at www.sutherlandglobal.com,

and follow us on FB www.facebook.com/SutherlandGlobalServicesIndia/

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive on the **15th Jan'20** at your esteemed institution.

-

Pre-requisite

-

Graduates/ Three year Diploma Holder
Basic computer knowledge in Hardware, Operating Systems and Networking
Aptitude for troubleshooting Desktops/ Laptops
Excellent spoken and written English communication skills
Open to work in Rotational shifts

Work Location	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Airoli)
Salary	Up to 2.50 L (Fresher's)

-

Interview process

Presentation	A presentation on Sutherland - 40 to 45 mins
Non-voice Screening	Essay writing
Initial Screening	JD/ one on one conversation in batches of 20 - 25 students - approx 45 mins per batch
Communication Assessment	Telephonic interview for those who cleared initial screening - 10 to 15 mins per candidate
HR Interview	Candidates clearing communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. **An auditorium with LCD Player** (For the Presentation)
2. **Audio & Video system** (to play videos)
3. **Printouts of non-voice assessment sheet for all participating candidates** (attached word file)
4. **Classrooms** (For initial screening)
5. **Database of eligible candidates**(Use preferably the format shown in the attached excel file)

Regards,



Chandra Shekhar G

Director & Head, Graduate Campus Hiring

SUTHERLAND

M: +919566032427 **E:** chandrashekhar.g@sutherlandglobal.com

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

2 attachments



Campus Non-Voice Sheet.docx

13K



Final Year Data Base.xlsx

15K



sset last name <sset@scmsgroup.org>

Follow up details of Sutherland - Campus recruitment

1 message

SSET <sset@scmsgroup.org>

Sat, Jun 27, 2020 at 2:47 PM

Bcc: abhijiths13@yahoo.com, athuks.plm@gmail.com, Aziya Tabassum <aziya.tabassum@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, Harshith S <hr00019@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, rifas muhammed <rifasmuhammed007@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, tintu.abhi@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnaair98@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, reshpkkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, spsivanperumal@gmail.com, vismayanair2025@gmail.com, anaghaanil07@gmail.com, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, "Salini Menon K.P" <salini0025@gmail.com>, sreelekshmija1997@gmail.com, swathyrajeevpilm@gmail.com, amalkrish11na@gmail.com, appukshaji132@gmail.com, Arjun G Nair <arjungn3@gmail.com>, binil2407@gmail.com, Harikrishnan PR <harikrishnanpr14@gmail.com>, Rayan Joseph Jaise <rayanjaise@gmail.com>, arundhathisnair98@gmail.com, ayishaashraf03@gmail.com, drishyajolly8@gmail.com, jamshyazeez18@gmail.com, kavya.kuttan20@gmail.com, Krishnadev Vinod <kichuvinod01@gmail.com>, tamim0010@gmail.com, Saran R Nair <saranrnair@gmail.com>

Dear Students,

Please find the below mail regarding the follow up details of Sutherland offer extended to you. If you didn't receive the call from Sutherland, even after completing your final university examinations, you can contact Ms. Silviya for any further clarifications,

Moreover, once you receive the joining date and joining letter, must share the same with sset@scmsgroup.org, without fail.

Thanks and regards

Sujitha Vinod
Secretary Placements
SCMS School of Engineering and Technology

----- Forwarded message -----

From: **Silviya T**
Date: Fri, Jun 26, 2020 at 2:54 PM
Subject: Sutherland - Campus recruitment
To: <sset@scmsgroup.org>

Hi,

I hope this email finds you safe and healthy.

We will be considering the further formalities of the shortlisted students after their completion of examinations.

Please do inform the **students that they will be receiving a call post completion of their examination**. You can also share my **contact details** mentioned below with them;

Mobile Number -9495295759

Thanks & Regards,
Silviya T
Talent Acquisition
Sutherland



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SBET**

Date : **15-01-2020**

Dear **AYISHA ASHRAF - CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date : **15-01-2020**

Dear **JAMSHY AZEEZ -CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No : +91 44 4200 7864
CIN:U72200TN2000PTC045578



PROVISIONAL OFFER LETTER

Campus Name: **SEET**

Date : **15-01-2020**

Dear **KAVYA P - CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No. 16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4200 7884
CIN:U72200TN2000PTC045578

Date:05-10-2020

Welcome Note

Dear **Ms. Meera R Nair**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

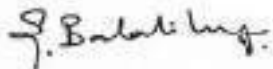
To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Date: 05-10-2020

To,
Ms. Meera R Nair,
Empcode -1459282

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Associate, for a fixed period of employment, on the following terms and conditions:

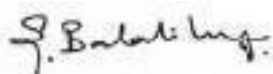
1. Your contract of employment shall be valid for a period of 6 months from 26-09-2020 to 25-03-2021. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time.
6. You will be covered under a Medical Insurance upto 100000 per annum and Group Accident Insurance Scheme of 200000 & Group Terms Life Insurance of 0. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy,during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Sutherland Global Services Pvt Ltd. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 15 days notice in writing or salary in lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Acceptance:

I Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Date: 05-10-2020

Ms. Meera R Nair,
Empcode -1459282

DEPUTATION LETTER

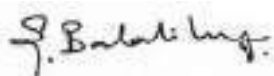
Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Sutherland Global Services Pvt Ltd with effect from 26-09-2020 at their KOCHI office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 26-09-2020, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from Sutherland Global Services Pvt Ltd and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Sutherland Global Services Pvt Ltd.
5. You shall be bound to follow the working hours of Sutherland Global Services Pvt Ltd.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside Sutherland Global Services Pvt Ltd and use such information only in connection with the service provided to Sutherland Global Services Pvt Ltd.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Sutherland Global Services Pvt Ltd. This arrangement is purely a contractual agreement between Randstad and Sutherland Global Services Pvt Ltd for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Sutherland Global Services Pvt Ltd or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Sutherland Global Services Pvt Ltd entrusted to you in the due discharge of your duties and shall indemnify Sutherland Global Services Pvt Ltd when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Schedule A

Assignment Details of Meera R Nair

Name	Meera R Nair
Client Name	Sutherland Global Services Pvt Ltd
Place of Deputed	KOCHI
Designation	Associate
Start date of Assignment	26-09-2020
End date of Assignment	25-03-2021

Annexure 1: Salary Break - Up Details

Component	Monthly	Yearly
Basic	6,630.00	79,560.00
House Rent Allowance	2,652.00	31,824.00
Statutory Bonus	583.00	6,996.00
Child Education Allowance	200.00	2,400.00
Driver Salary	795.00	9,540.00
Vehicle Reimbursement	2,400.00	28,800.00
Gross Salary	13,260.00	159,120.00
Employer's Contribution to ESI	431.00	5,172.00
Employer's Contribution to EPF	1,203.00	14,436.00
Insurance	86.00	1,032.00
CTC (Cost to the company)	14,980.00	179,760.00
Employee's Contribution to EPF	1,203.00	14,436.00
Employee's Contribution to ESI	100.00	1,200.00
Net-Take Home	11,957.00	143,484.00

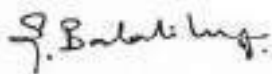
Rs.3000/- towards retention bonus on completion of 5 months contract

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By



Authorized Signatory
Balakrishnan S
Head - HRSSC

Meera R Nair

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

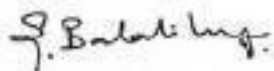
General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices or send an e-mail with scanned copy of the proofs mentioned to flexicare@randstad.in mentioning "bank account details" in the subject line of the mail.
3. You will have to provide your PAN card details within 15 days of your date of joining
 - a. In case, you don't have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
 - b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, regarding the same you can send an email to flexicare@randstad.in referencing your RIPL employee ID.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accept or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstad's Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are redeployed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to your work

Registered Office :

Randstad India Private Ltd
Randstad House,
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Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.
4. Understand accident report procedures at your work site.
5. Always let someone know, where you are going and your expected time of return.
6. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

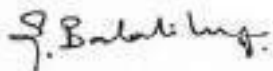
As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. To stop working and leave the area if you think you are in danger.
4. To inform your employer about health and safety issues or concerns.

Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.
2. Do not overload electrical outlets.
3. Do not expose electric conduits/plugs/sockets to water.
4. If your work requires you to lift weight frequently, understand load management procedures at work.
5. Do not operate machinery unless you have been trained and authorized to do so.
6. Never throw anything from any height.
7. If you use tools as part of your work use only the right and authorized tools.
8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.
9. Cooperate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

CODE OF CONDUCT

This Code of Conduct describes and summarizes the standards of business conduct for Randstad and also highlights the importance of ethical value in conducting the business affairs of Randstad.

Randstad would also review all applicable Randstad policies and procedures from time to time. This Code of Conduct is subject to modification. It may be updated as and when needed and the employee hereby agrees to accept the terms of such revised documents.

The Employees of Randstad are expected to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct. The honest conduct would be a conduct that is free from fraud or deception. Interactions with the clients, candidates, co-employees and any other individual shall be conducted in accordance with the standards mentioned.

It is the policy of the Company to conduct all of its business in an honest and ethical manner. In doing business anywhere in the world, neither the Company nor any employee or an entity associated with the Company shall offer, pay, promise, authorise or receive any bribe or other illicit payment or benefit in violation of any of the Anti-corruption Laws of the Country or the anti-corruption laws of any other nation in which the Company does business or renders services. This shall form part of the Company's Code of Conduct and Business Ethics.

The Employee agrees that he/she shall devote his/her full attention to the activities of Randstad and shall not, either during the term of the Employment or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by Randstad. The Employee further agrees that at any time during the subsistence of the Employment or for a period of six months subsequent thereto, the Employee shall not offer employment or consultancy or otherwise solicit the Employees of Randstad to work with him/her or any employer where he or she is employed.

It is not practical and possible to list all situations in which conflict of interest may arise, however, following examples of situations, which may constitute a conflict of interest, are provided for your perception regarding the nature and scope of the term a conflict of interest:

1. Engaging in any activity that interferes with your performance or responsibilities to Randstad
2. Accepting simultaneous employment with a Randstad supplier, customer, developer or competitor or taking part in any activity that enhances or supports a competitor's position
3. Conducting the business of Randstad with relative or with a business in which a relative is associated in any significant role
4. Accepting any offer, payment, promise to pay, or authorisation to pay any money, gift or anything of value from customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision, any act or failure to act, any commitment of fraud, or opportunity for the commission of any fraud.
5. Competing, directly or indirectly, with Randstad for the purchase or sale of the property, products, services or other interest. This Code of Conduct is part of the Corporate Governance of Randstad which extends equal opportunities to men and women at work, adhering to all legal compliances. Randstad's policy of transparency among employees are enabled through various HR practices including appraisals and performance evaluation, with adequate health and safety policies in place protecting the employee and the environment with a spirit of working together for the National interest.
6. You will be eligible for leave as per the client's company policy, during the period of your contract of employment.
7. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

Protection Of Confidential Information

All confidential information must be used for the purposes of Randstad. All Employees of Randstad must protect and respect the Intellectual property rights including the intellectual property rights of the clients of Randstad. Any violation of the intellectual property rights of any of the third parties in the capacity of a employee of Randstad shall be treated as illegal and shall be subject to legal action. The obligation to safeguard the proprietary and confidential information continues to exist even after leaving the employment of Randstad. Each of the Employees has liability to return all corporate confidential information in possession while leaving Randstad. They shall not be destroyed by any employee even while leaving Randstad, which shall amount to infringement of the Intellectual property rights of Randstad.

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Protection And Use Of Randstad's Assets

All Employees are responsible for protecting and for appropriate use of the assets of Randstad. The Employees must safeguard the assets of Randstad against loss, damage, misuse or theft. Any violation of this aspect of the code will subject to the disciplinary action up to and including termination of the employment or business relationship. The assets of Randstad including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of Randstad, hardware and software and all other electronic communication devices, must be utilized in legal, ethical and appropriate manner. Unauthorised usage of Randstad's assets to deal with any illegal transaction shall be subject to legal action.

Protection And Use of the Client's Assets

All Employees are responsible for protecting and for appropriate use of the assets of the client where the Employee is stationed. The Employees must safeguard the assets of the client against loss, damage, misuse or theft. The assets of the Client including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of the Client, hardware & software and all other electronic communication devices, must be utilised in legal, ethical and appropriate manner. Further, the Employee shall refrain from any unauthorised use, access, disclosure, alteration and/ destruction of information systems including but not limited to CV database, CV database, client's JD/JS details, client's CTC policy and break-ups, and any other confidential information, written or oral, whether or not, specified explicitly by the Client.

Employee Developments

The Employee agrees to communicate to Randstad as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with Randstad and for a period of 1 [one year] thereafter for the purpose of determining Randstad's rights in such Employee Developments.

press releases

The Employee shall not put out any press or other media release or make any public announcement or statement relating in anyway to the business of the Client/Randstad, the activities of the Client/Randstad and for such other information without the prior written consent of the authorised personnel.

Disciplinary Actions

It is expected from all Employees covered under this Code of Conduct that they will adhere to the principles and rules laid down in this code. The appropriate disciplinary action will be taken against the delinquent Employee who is found to violate these principles and policies or any other policy of Randstad. The disciplinary action may include immediate termination of employment, appropriate legal action or severing of business relationship at Randstad's sole discretion. Randstad will recover any loss suffered by it due to violation of the provisions of this code by any delinquent in legal manner. All Employees are encouraged to report any suspected violation promptly.

(The Employee)

By

.....

Name

Meera R Nair

Title

Associate

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

Registered Office :

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Nungambakkam, Chennai 600 006.
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Non-Disclosure Agreement

This Non-Disclosure Agreement is made and entered on this 26-09-2020 day of 2020 at KOCHI by Mr/Ms Meera R Nair Son/Daughter of Rajeevalochanan E P aged about 22 years and residing at Edakala House, Elenthikara P O Ernakulam District, 683594 Kerala, Kerala, 683594 hereinafter referred to as employee.

To

Randstad India Ltd. a company incorporated under the Companies Act, 1956 and having its registered office at Old No.5&5A, No.9, Pycrofts Garden Road, Nungambakkam, Chennai - 600 006, Ph: 044-6622 7000

WHERE AS

Randstad India Ltd. is a subsidiary of Randstad Holding NV, Netherlands and includes its other subsidiaries like Randstad Executive Search Ltd, Minvesta Infotech Ltd in India and such other Foreign Subsidiaries across the globe. This NDA is intended to maintain the confidentiality of all such confidential information available to all the EMPLOYEES of the Group. Essentially this NDA applies to whichever Group of Company, the EMPLOYEE is employed with, irrespective of his/her employment in maintaining the confidentiality of the available confidential information.

In the above context, the Group Company which has employed the Employee shall hereinafter be construed as "Company", which expression shall include the group companies within the context and meaning of this NDA agreement to maintain the confidentiality by the Employee. This expression shall hold good for the purpose of this NDA only and not in any other context of interpretation.

WHERE AS

1. The Company has offered and the Employee has agreed to take up employment with the Company under the terms and conditions set out in the letter of Appointment the ("Employment Agreement").
2. In accordance with the terms of the Employment Letter, the Employee hereby executes this Non-Disclosure Agreement with regard to the confidential information and the competition obligations of the Employee.

NOW THE PARTIES AGREE AS FOLLOWS

For the purpose of this Agreement, the term "Confidential Information" shall mean and include any and all tangible expression of information including all written or oral disclosures made by the Company to the Employee, provided to the Employee by the Company or parent, subsidiary, group company or customer of the Company or otherwise received by the Employee in the course of his/her employment with the Company or any intellectual property belonging to the Company, and shall specifically include, without limitation, pricing, methods, processes, financial data, technical data, lists, products, trade secrets, know-how, photographs, plans, notes, renderings, journals, notebooks, computer programs, computer readable video, audio or sound files, and samples relating thereto as well as any confidential or proprietary information owned by any other person or entity and furnished by such person or entity pursuant to an undertaking to maintain the same in confidence.

The Employee agrees that he/she shall, at all times, during the term of his/her employment with the Company hold the Confidential Information in trust for the Company and shall not in any manner use, transfer, publish, disclose, or report the Confidential Information directly or indirectly, except to other Employees of the Company or to authorised third parties as may be necessary in the ordinary course of the duties of the Employee for the Company or otherwise as directed by the Company.

The Employee represents that his/her performance of the terms of this Agreement and his employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by him/her in confidence from any third-party. The Employee represents that he has not entered into, and agrees not to enter into, any agreement in conflict with this Agreement or which in any way prohibits his performance of or restricts his ability to perform his obligations under this Agreement. The Employee has not brought, and agrees he/she will not bring, with him/her to the Company for use in his/her employment with the Company any materials or documents of a former employer or any other person or entity for whom he/she has provided services (paid or unpaid) that are not generally available to the public unless he/she has obtained express written authorisation from the former employer or other person or entity for whom he/she has provided such services for their possession and use.

The Employee agrees that if his/her employment is terminated at any time during or at the end of the probationary period as provided in the Employment Letter, the provisions of this Agreement shall continue to remain binding on the Employee.

The Employee agrees that he/she shall not for a period of three years from the date of termination of the Employment Letter, directly or indirectly, disclose, transfer, or use any Confidential Information, except with the prior written consent of the Company or except, in accordance with the provisions of Clause 6 hereunder, when so required pursuant to a valid and subsisting order of a court or other judicial, quasi-judicial or government body.

Registered Office :

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If the Employee is required, either during his/her employment or at any time within the three-year period specified in Clause 5 above, to disclose Confidential Information pursuant to a valid and subsisting order of a court or other judicial, quasi judicial or government body, the Employee shall, forthwith, upon receiving notice of the requirement of such disclosure, give adequate notice to the Company thereof so as to allow the Company a reasonable opportunity to limit such disclosure. In any event the Employee, in making such disclosure shall only disclose such information as maybe absolutely necessary and only to the extent expressly required by the court or other judicial, quasi judicial or government body.

The absence of any marking or statement that a particular item of information is Confidential Information shall not affect its status as Confidential Information. The Employee shall bear the burden of proving that, that information is not Confidential Information.

All notes, proposals, documents, data, floppy disc(s), zip drives, tapes, reference items, sketches, drawings, memoranda, records, and other materials and media in any way containing any Confidential Information or related to the Confidential Information or otherwise to the Company's business shall belong exclusively to the Company. The Employee shall make copies of such material only if absolutely necessary in the course of the Employee's employment with the Company or otherwise for the benefit of the Company. The Employee hereby undertakes to return to the Company all copies of such materials in the Employee's possession or under the Employee's control at the request of the Company or, in the absence of such a request, upon the expiry of the terms of this Agreement.

The Employee represents and warrants that the performance by him/her of all of the terms of this Agreement and any services to be rendered by him/her as an Employee of the Company do not and will not breach any fiduciary or other duty, covenant, or agreement relating to any proprietary information, knowledge of data acquired by the Employee in confidence, trust, or otherwise, prior to the Employee's employment by the Company to which the Employee is a party or by the terms of which the Employee may be bound. The Employee covenants that he/she shall not, during his/her employment with the Company do any act or deed which conflicts with the provisions of any prior contract or agreement. The Employee further

covenants and agrees not to enter into any agreement or understanding, either written or oral, in conflict with the provisions of this Agreement. The Employee shall promptly disclose to the Company and assign in favour of the Company in such form and manner as the Company may reasonably require all

1. inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trade marks, trade names, logos, art work, slogans, know-how, processes, source code, application development, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefore), and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages whether now existing or subsequently developed by the Employee ("Employee Developments") and
2. such information and data pertaining to the business, operations, personnel, activities, financial affairs, and other information relating to the Company and its customers, suppliers, Employees and other persons having business dealings with the Company as maybe reasonably required for the Company to operate its business ("Proprietary Information"). It is understood that the Employee Developments and the Proprietary Information is proprietary in nature and shall be for the exclusive use and benefit of the Company, shall be and remain the property of the Company both during the term of employment with the Company and thereafter and shall be held in trust by the Employee for the sole right and benefit of the Company. If so requested by the Company, the Employee shall execute and deliver to the Company any instrument as the Company may reasonably request to effectuate the assignment of any such Employee Developments or Proprietary Information to the Company or to otherwise evidence, establish, maintain or protect the Company's right, title and interest thereto. Without limiting the generality of the foregoing, the Employee hereby releases and waives and assigns to the Company any and all claims and rights which he/she has against the Company in respect of the Employee Developments, including without limitations, technology, know-how, licences or other proprietary rights or processes of the Company.

The Employee agrees to communicate to the Company as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with the Company and for a period of [one year] thereafter for the purpose of determining the Company's rights in such Employee Developments. During the term of his/her employment and thereafter, the Employee will assist the Company and/or its nominees or assigns (without charge but at no expense to Employee) in every lawful way to obtain, maintain and enforce any and all intellectual property rights and protections relating to all Employee Developments, including by executing relevant documents. Employee hereby irrevocably designates and appoints the Company and its duly authorised officers and agents as his/her agent and attorney in fact to execute and file any and all applications and other necessary documents and to do all other lawfully permitted acts to further the prosecution, issuance or enforcement of patents, copyrights, trade secrets and similar protections related to such Employee Developments with the same legal force and effect as if the Employee had executed them himself/herself.

The Employee agrees that he/she shall devote his/her full attention to the activities of the Company and shall not, either during the term of the Employment Letter or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by the Company. The Employee further agrees that at any time during the subsistence of the Employment Letter or for a period of six months subsequent thereto the Employee shall not offer employment or consultancy or otherwise solicit the Employees of the Company to work with the Employee or any employer of the Employee.

The breach alleged or otherwise, by the Company of any obligation arising or in any manner owed by the Company to the Employee shall not affect the validity or enforceability of the Employee's covenants/obligations set forth in this Agreement.

The Employee understands that the Company shall suffer irreparable harm and injury in the event the Employee breaches any of its covenants/obligations under this Agreement and that money damages shall be inadequate to compensate the Company for such breach. Accordingly, in the event of any breach or threatened breach by the Employee of any of the provisions of this Agreement, the Company, shall in addition to and not in limitation of any other rights, remedies or damages available to the Company at law or in equity, be entitled to a temporary restraining order, preliminary injunction and permanent injunction in order to prevent or to restrain any such breach by the Employee, or by and/or all persons directly or indirectly acting for, on behalf of, or with, the Employee.

Notwithstanding anything contained in this Agreement, the obligations of the Employee and the rights of the Company arising hereunder shall be deemed to have commenced upon the date of the execution of the Employment Letter regardless of the actual date of execution of this Agreement and shall continue to remain in full force and effect and continue to be binding upon the parties until the expiry of three years from the date of termination of the Employment Letter unless the parties mutually agree to extend such confidentiality period

If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this Agreement, or comprising an integral part of, or inseparable from the remainder of this Agreement.

IN WITNESS WHEREOF these presents have been executed by the parties hereto on the day and year first herein above written.

(The Employee)

By

.....

Name

Meera R Nair

Title

Associate

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

Registered Office :

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www.randstad.in

Self-Declaration & Undertaking form

Name: Meera R Nair
Employee ID: 2170104
Designation: Associate
Service Function / Vertical :
Centre / Location : KOCHI

Sub: Acceptance of Established policies and affiliated risks

I hereby Confirm that I have read through the Randstad and applicable client policies & procedures. I understand its implication to the fullest and hereby confirm to the fact that i would be held personally responsible for actions done, in contravention to established policies and procedure.

Signed

Date



PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date : **15-01-2020**

Dear **NIKHITHA TITUS -ECE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date: 15-01-2020

Dear RESHMA RADHAKRISHNAN -ECE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
The Gateway Office Part, IT/ITES SEZ, Block -A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4200 7864
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15-01-2020

Dear VISMAYA P - ECE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.


You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15 - 01 - 2020

Dear SALINI MENON K P - EEE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

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- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



sset last name <sset@scmsgroup.org>

Recruitment of UST Global

2 messages

Placement Cell FISAT <placements@fisat.ac.in>
To: Bejoy EC FISAT <bejoyvarghese@fisat.ac.in>
Bcc: sset@scmsgroup.org

Tue, Feb 18, 2020 at 10:11 PM

Dear Sir,

This is to confirm the recruitment of UST global at our campus on 20th and 21st February 2020.

Date: 20 Feb 2020 & 21st Feb 2020

Reporting time: 8:15 AM on 20th Feb 2020

Test and GD will be conducted on 20th and interviews on 21st. Since this is a pooled drive, please advise your students to be ready to stay late and make their own arrangements for transportation and accommodation.

Please ensure that the students meet the eligibility criteria mentioned below.

Eligibility Criteria

Graduation: B.Tech / B. E

Post-Graduation: M. Tech / M.E / MCA

Stream: Computer Science, Electronics, Information Technology, Information Science, Electrical & Computer Application

Year of Passout: 2020 Graduates

Back Logs: Maximum two backlogs while attending the recruitment drive and no standing backlogs during the time of joining

Cut Off Marks: Consistent academic track with 60 % or above / 6.4 CGPA or above (10th, 12th, Graduation, Post-Graduation)

Work Location: Can be any location of UST Global

Recruitment Process

Online Test

Group Discussion

HR / Final Interview

(Online Test & Group Discussion will happen on Day 1 and for the shortlisted candidates, HR / Final Interview will be on Day 2 at the same venue)

Requirement from students on the day(s) of the event (All the below said is mandate to attend the recruitment drive)

One copy of updated resume

Two copies of candidate recent photograph

College ID proof with photo and a Xerox copy of the same

Valid Email ID and Contact Number

University Register Number / Roll Number

Thanks,

--

Unni Kartha G

Placement Officer

Federal Institute of Science and Technology (FISAT)

Hormis Nagar | Mookkannoor P O | Angamaly

Kerala | Pin 683577

Ph : 0484 2725 275

Mob: 098463 87772

Email: placements@fisat.ac.in | unnikartha@gmail.com

sset last name <sset@scmsgroup.org>

Sun, Sep 19, 2021 at 4:39 PM

10/9/21, 3:20 PM

SCMS Group of Institutions Mail - Recruitment of UST Global

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

Sl.No	Candidate ID	Candidate Name	Gender	DOB	Mobile
34	16179028	Arathi P S	Female	22-Feb-1998	+91 8086394437
35	16178514	Livin Anto Nellisserry	Male	07-Dec-1998	+91 8281827308
36	16179030	Aswin S Unnithan	Male	28-Aug-1998	+91 8281870334
37	16179072	Deepa Varghese Pattath	Female	23-Mar-1998	+91 8111816292
38	16179091	Diya K Dayal	Female	24-Jun-1998	+91 9946456946
39	16179083	Rajath Pramod	Male	05-Apr-1998	+91 8301878449
40	16179080	Subramanian L	Male	18-Mar-1998	+91 8891656779
41	16179036	Sivanayyan P	Male	27-Mar-1998	+91 8089102546

College	Batch
SCMS Engineering and technology	2020
SCMS School of Engineering and Technology	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
Scms School of Engineering and Technology	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020

Branch	Degree	Degree %
Electrical and Electronics	B.Tech	66
Electronics and Communication	B.Tech	67
ELECTRICAL AND ELECTRONICS	B.Tech	68
ELECTRONICS&COMMUNICATION	B.Tech	72
computer science	B.Tech	78
ELECTRICAL AND ELECTRONICS	B.Tech	78
Computer Science and Engineering	B.Tech	66
electronics and communication engineerin	B.Tech	77



UST/SO00059071-1-2-1/696677

January 7, 2020

Ramees Salim
Aluva

Sub: Letter of Offer

Dear Ramees,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with **US Technology International Pvt Ltd.** ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as **"Assoc. Product Dev. Engineer", A1.**

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.**600,000.00/-** (Rupees **Six Lakh**) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.**30,000.00/-** (Rupees **Thirty Thousand**) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: –

- (i) Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- (ii) On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- (iii) You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts/prohibits or debars you from accepting the offer made by US Technology.
- (iv) That no amounts will be due and payable by you to your previous employer/s.
- (v) On joining our employment, that you do not have in your possession, nor have you failed to

return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items belonging to your previous employer/s.

This offer will be valid till **July 20, 2020**. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before **July 20, 2020**. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.



If you accept this offer of employment, you are required to join your employment on or before **July 20, 2020**. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for **US Technology International Pvt Ltd**

Accepted

A handwritten signature in blue ink, appearing to read "Vinesh George", with a horizontal line drawn underneath it.

Vinesh George
Group Manager HR

Ramees Salim

Encl : Annexure 1
Annexure 2



Annexure 1 (A)

Name: Ramees Salim,
Designated as: "Assoc. Product Dev. Engineer"

Components	Monthly Salary	Annual
Basic Salary	14,250.00	171,000.00
House Rent Allowance	5,700.00	68,400.00
Education Allowance	200.00	2,400.00
Bonus Ex-Gratia	2,750.00	33,000.00
Other Allowance	22,087.50	265,050.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	712.50	8,550.00
Total Monthly Gross	47,500.00	570,000.00
Variable Pay		30,000.00
Cost to the Company (CTC)		600,000.00

***** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.**



sset last name <sset@scmsgroup.org>

Wipro Elite National Talent Hunt 2020-Registration

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Sep 23, 2019 at 3:04 PM

<https://careers.wipro.com/elite-nth.aspx>

--
Best Regards,

Dr. Varun G Menon

Associate Professor - Computer Science and Engineering
Corporate Relations and International Collaborations-in charge
ACM Distinguished Speaker
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Karukutty, Ernakulam, Kerala, India - 683 576
Office: +91-484-2450330 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>



SSET <sset@scmsgroup.org>

Mon, Sep 23, 2019 at 3:11 PM

Bcc: Aanand Hari <aanandhari12@gmail.com>, aaronfernz@hotmail.com, abdulsamadsait07@gmail.com, abhijithanilkumar1801@gmail.com, abhijith.anil@gmail.com, abhijiths13@yahoo.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Adarsh Viswanath <adarshviswanath1998@gmail.com>, aiswaryavinod066@gmail.com, Ajay KS <ajayks1729@gmail.com>, akshayajith9981@gmail.com, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, amelindenny@gmail.com, MASS Media <anandhu070@gmail.com>, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Ann Maria <annmaria1419@gmail.com>, Anson Pinhero <ansonpinhero@gmail.com>, anwindavid@gmail.com, Arjun Ghosh <ghosharjun23@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, ashilshanavas@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, athuks.plm@gmail.com, athiratheres97@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, kumarathul63@gmail.com, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, Bhavya Vijil <bhavyavijil@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Chaithra Cv <cvchaithra50@gmail.com>, CHINMAY KRISHNA <chinmaykrishnas@gmail.com>, CHRISTINA ROSELINE <xinarose123@gmail.com>, David Paul <davidpthavoo@gmail.com>, diya kd <diyakd1998@gmail.com>, fasnafas1247@gmail.com, Ganesh Babu <gbabu387@gmail.com>, gayathri98@gmail.com, gayathri mulloth <gayathrimulloth789@gmail.com>, Gokul Das <gokuldas1303@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, gopikavgk@gmail.com, hudaif747@gmail.com, Isham Mohamed <mail.to.isham@gmail.com>, Jackson K George <jacksonkgeorge28@gmail.com>, JJ innovationz <jerinjosepthuserry7@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirithi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, "Akarsh .M" <akarsh2868@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, falahyusufhamza@gmail.com, gnaijith78@gmail.com, Namisha Nazeer <namisha123@gmail.com>, Nandu Shaji <nandushaji099@gmail.com>, Navaneeth Asok <asok.navaneeth@gmail.com>, navya shali <navyashali1@gmail.com>, nidhunacheriyedath@gmail.com, Nikil S Kumar <nikilskumar4444@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pranavprakash997@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, Prashant G <prashantganesh007@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, Richu Sabu <richusabu254@gmail.com>, rifas muhammed <rifasmuhammed007@gmail.com>, risa shereen <risasherinc@gmail.com>, Rosemary Chakiath <rosemarybinny246@gmail.com>, rose mary joy <rosemaryjoy1997@gmail.com>, Rose Mathew <rosemathew1998@gmail.com>, roweenajames7572@gmail.com, sajiniatalin007@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, sara abraham

<sara.abraham12@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Sebin Ignatius <sebinignatious@gmail.com>, Shamil p <shamilp619@gmail.com>, Sherin Philip <sherinphilip3@gmail.com>, shwe jacob <shwejacob@gmail.com>, Sibin Varghese <sibinvarghese1@gmail.com>, sidharthk97india@gmail.com, rejikumarsilpa6@gmail.com, Sreelakshmi Prasad <sreelakshmiPrasad77@gmail.com>, Sreelekshmi S <sreelekshmisreelechu@gmail.com>, Arun L <arun.lsubramanian@gmail.com>, thusharapt1997@gmail.com, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, Vishal M Nair <mnvishal25@gmail.com>, vishnupriya8017@gmail.com, vishnuramesh19@gmail.com, vivekcvarghese123@gmail.com, Abhilash Aravath <abhiaravath3@gmail.com>, tintu.abhi@gmail.com, aishwarya nair <aishwarya.nair98@gmail.com>, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpspunnilath@gmail.com>, akhilsalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, ancyajohny1998@gmail.com, aneenaaneer@gmail.com, ANJUSHA FRANCIS <jesanjushafrancis@gmail.com>, ANNMARY JOSE <annmaryjose1999@gmail.com>, Ann Rose Paiva <annrosepaiva@gmail.com>, anoojabenny15@gmail.com, arjun gosh <arjungosh6@gmail.com>, aswathy.nair301198@gmail.com, aswathysujatha98@gmail.com, athiraanilkumar60@gmail.com, Athul Antony <athulantony23@gmail.com>, ayanaappengal@gmail.com, chinjupaul6@gmail.com, christinemathewvm@gmail.com, chaithanyavikraman19@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyaroockz8299@gmail.com>, rizafathimaka@gmail.com, shirinunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, Geswin Babu <geswinbabu98@gmail.com>, hafismukalel@gmail.com, hari.krishnan412@gmail.com, Jayashyam Jp <jayashyamjpvs@gmail.com>, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpj55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnair98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitisatish@gmail.com>, Nourin Nooruddeen <anfusanfu@gmail.com>, Preethy Somarajan <preethys98@gmail.com>, reshpkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, Sangeeth Sg <sangeethsg1011@gmail.com>, sharathjoseph65@gmail.com, shruthi nair <shruthisn98@gmail.com>, spsivanperumal@gmail.com, Sreelakshmi Sukumaran <sreelakshmi.sukumaran@gmail.com>, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, ais861998@gmail.com, AJIN P THOMAS <ajinp1998@gmail.com>, itsmeh4343@gmail.com, akhineshk777@gmail.com, akshay Dhanesh <akshaydhanesh121@gmail.com>, Alen Jacob <alenkotkar@gmail.com>, anaghaanil07@gmail.com, anjualbert1998@gmail.com, anwin francis <anwinfrancis281@gmail.com>, arathips004@gmail.com, Aravind Prathap <aravindprathap06@gmail.com>, achu10cr7@gmail.com, Arun Shaji Abraham <arunsa238@gmail.com>, Aswin Unnithan <aswinunnithan@gmail.com>, Athul Biju <athul.98@rediffmail.com>, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, Jeffin Jose <jeffinjose05@gmail.com>, jeswinsteephen97@gmail.com, jibin thomas <jibinthomas680@gmail.com>, JOE JOSEPH NELSON Nelson <joejoseph.nelson47@gmail.com>, mdshl29@gmail.com, lakshmi11091997@gmail.com, Laya Prathap <layaprathap123@gmail.com>, limshashaju1998@gmail.com, Rafeeque Ibrahim thoppil <rafeequ97emj@gmail.com>, Nidhal Nazar <nidhalnazar80@gmail.com>, rajathpramod@gmail.com, Ramees Salim <salim.ramees@gmail.com>, rinsa.rinu723@gmail.com, robin08021998@gmail.com, sachinsdp2298@gmail.com, "Salini Menon K.P" <salini0025@gmail.com>, sanjay vinu <sanjayvinu9@gmail.com>, sanjay shaji <thisissanjayshaji@gmail.com>, "Shaheen .T.R" <123shaheentr@gmail.com>, Shimnaak Ak <shimnaak21@gmail.com>, shyam krishnan <shyamkrishnan23@gmail.com>, mrsreedevi8@gmail.com, sreelekshmi1997@gmail.com, Sruthila asokan <sruthilaasokan@gmail.com>, swathyrajeevpilm@gmail.com, Tony Tomy <tonyvelyathuparambill@gmail.com>

Students,

WIPRO NLTH - 2020 BATCH REGISTRATION LINK

<https://careers.wipro.com/elite-nth.aspx>

Last date of registration: 24th sep 2019

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, Sep 23, 2019 at 3:13 PM

Bcc: abdulribassamad@gmail.com, Rijas samad <rijassamad123@gmail.com>, abhayaniil787@gmail.com, omanakuttanabhijith@gmail.com, abhigpharilal97@gmail.com, ADARSH M P <adarshmp627@gmail.com>, afnas va <afnasanu007@gmail.com>, AJAY S KUMAR <ajayskumar5555@gmail.com>, ajirajpr@gmail.com, akashravit@gmail.com, Akhil Baines <akhilbainesh@gmail.com>, Akhil Asokan <akhilasokan876@gmail.com>, Akhil Anil <akhilaniil58@gmail.com>, Akhil Rajesh <akhilrajesh27@gmail.com>, akshay ramdas <akshayramdas@gmail.com>, Akshay v m <vmakshay333@gmail.com>, tpchandy@gmail.com, alphinjose16@gmail.com, Alvin Mathew <alvinmathewscaria@gmail.com>, Alwin Joseph <allwynrover@gmail.com>, amalkrish11na@gmail.com, anandambadi1998@gmail.com, anandrjv97@gmail.com, anishbsoman@yahoo.in, anurudhpillai8@gmail.com, appukshaji132@gmail.com, Arjun Biju <arjunbiju59@gmail.com>, Arjun G Nair <arjungg3@gmail.com>, ARJUN TA <arjunta2012@gmail.com>, arnaldantony@gmail.com, ASHWIN T <ashwinthy@gmail.com>, aswin p <appuasok97@gmail.com>, ASWIN RADHAKRISHNAN <aswinradhakrishnan98@gmail.com>, Athul Krishna



sset last name <sset@scmsgroup.org>

Fwd: Letter of Intent - Aaron Fernandez - Ref. No.: 9301967

Aaron Fernandez <aaronfernz@hotmail.com>
To: SSET <sset@scmsgroup.org>

Wed, Feb 26, 2020 at 9:57 PM

Aaron Joseph Fernandez
SCS/7070/16
S8 CS1

Get Outlook for Android

From: careers@wipro.com <careers@wipro.com>
Sent: Tuesday, 10 December 2019, 11:40 am
To: aaronfernz@hotmail.com
Cc: manager.campus@wipro.com
Subject: Letter of Intent - Aaron Fernandez - Ref. No.: 9301967

Campus - Letter Of Intent

December 09, 2019

Dear Aaron Fernandez,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,



Anson Pinhero <ansonpinhero@gmail.com>

Letter of Intent - Anson Pinhero - Ref. No.: 9263391

7 messages

careers@wipro.com <careers@wipro.com>

Tue, Dec 10, 2019 at 11:56 AM

To: ansonpinhero@gmail.com

Cc: manager.campus@wipro.com

Campus - Letter Of Intent

December 09, 2019

Dear Anson Pinhero,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head



Campus - Letter Of Intent

February 13, 2020

Dear Avin M S,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

HRA

5,835

Bonus

2,111

Wipro Benefits Plan(WBP)

4,849

Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

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Letter of Intent - Fathima K A - Ref. No.: 9431570

2 messages

<careers@wipro.com>
To: rizafathimaka@gmail.com
Cc: manager.campus@wipro.com

Wed, 19 Feb 2020 at 12:22 am

Campus - Letter Of Intent

February 19, 2020

Dear Fathima K A,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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APPOINTMENT LETTER

25 May, 2020

Dear **Sanjay Shaji**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Signature Not Verified

Digitally signed by SUMIL KALACHAR
Date: 2020.05.25 08:52:22 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannalli F : +91 (80) 2844 0054
Sanjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on ___ / ___ / ___

Name: _____

Signature: _____ Date: ___ / ___ / ___

Place: _____



Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannalli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PL0020800



ANNEXURE III
SALARY OFFER SHEET

Name : Sanjay Shaji

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Registered Office:

Wipro Limited
Doddakannelli
Sanjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLC020800



sset last name <sset@scmsgroup.org>

Register for Byjus Think and Learn recruitment drive

1 message

SSET <sset@scmsgroup.org>

Fri, Jan 24, 2020 at 10:57 AM

Bcc: abhijithanilkumar1801@gmail.com, abhijiths13@yahoo.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, MASS Media <anandhu070@gmail.com>, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, Antony Jose <antonyjoseachandy@gmail.com>, ashwin K a <ashwin7pascua@gmail.com>, athuks.plm@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, diya kd <diyakd1998@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirithi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, Nandu Shaji <nandushaji099@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, rajathomasm734@gmail.com, rajathomas734@live.com, rifas muhammed <rifasmuhammed007@gmail.com>, roweenajames7572@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Shamil p <shamilp619@gmail.com>, rejikumarsilpa6@gmail.com, Arun L <arun.lsubramanian@gmail.com>, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, vishnupriya8017@gmail.com, vivekcvarghese123@gmail.com, niyasm51@gmail.com, tintu.abhi@gmail.com, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpsspunnilath@gmail.com>, akhilsalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, anciyajohny1998@gmail.com, aneenaaneer@gmail.com, Ann Rose Paiva <annrosepaiva@gmail.com>, arjun gosh <arjungosh6@gmail.com>, Athul Antony <athulantony23@gmail.com>, ayanaappengal@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyarockz8299@gmail.com>, shirinsunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, hafismukalel@gmail.com, hari.krishnan412@gmail.com, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpj55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnair98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, Nourin Nooruddeen <anfusanfu@gmail.com>, vivek pillai <viveknpillai10@gmail.com>, reshpkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, sharathjoseph65@gmail.com, spsivanperumal@gmail.com, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, Vishnu Saravanan <vishnugaravanan603@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, AJIN P THOMAS <ajinp1998@gmail.com>, akhineshk777@gmail.com, akshay Dhanesh <akshaydhanesh121@gmail.com>, Alen Jacob <alenkotkar@gmail.com>, anaghaanil07@gmail.com, anjualbert1998@gmail.com, arathips004@gmail.com, Aravind Prathap <aravindprathap06@gmail.com>, achu10cr7@gmail.com, Arun Shaji Abraham <arunsa238@gmail.com>, Aswin Unnithan <aswinunnithan@gmail.com>, Athul Biju <athul.98@rediffmail.com>, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, Jeffin Jose <jeffinjose05@gmail.com>, jeswinsteephen97@gmail.com, jibin thomas <jibinthomas680@gmail.com>, JOE JOSEPH NELSON Nelson <joejoseph.nelson47@gmail.com>, lakshmi11091997@gmail.com, limshashaju1998@gmail.com, Rafeeqe Ibrahim thoppil <rafeeqe97emj@gmail.com>, Nidhal Nazar <nidhalnazar80@gmail.com>, rajathpramod@gmail.com, Ramees Salim <salim.ramees@gmail.com>, rinsa.rinu723@gmail.com, robin08021998@gmail.com, "Salini Menon K.P" <salini0025@gmail.com>, sanjay vinu <sanjayvinu9@gmail.com>, "Shaheen .T.R" <123shaheentr@gmail.com>, Shimnaak Ak <shimnaak21@gmail.com>, shyam krishnan <shyamkrishnan23@gmail.com>, mrsreedevi8@gmail.com, sreelekshmija1997@gmail.com, Sruthila asokan <sruthilaasokan@gmail.com>, swathyrajeevpilm@gmail.com, Tony Tomy <tonyveliyathuparambill@gmail.com>, abdulsamadsait07@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, Sreelakshmi Sukumaran <sreelakshmi.sukumaran@gmail.com>

Dear Students,

Please find the attached details of **Byjus Think and Learn Pvt. Ltd.** drive scheduled.Note: **Students** who are **really interested in Sales & Marketing job** and are **willing to join, if selected**, needonly register their names with the **job profile** they opt with placement office **on or before 28th January 2020, 1****pm.**

Organization : **BYJU'S THINK AND LEARN PVT. LTD.**
Job Title : **Business Development Associate (BDA)-Male candidates only / Product Specialist (PS)**
Date : **During February 2020 (Date will confirm soon)**
Reporting time : 9.00 a.m.
Venue : SCMS School of Engineering and Technology, Karukutty

Company Profile: Think & Learn Pvt Ltd is a pioneer in the global edtech segment and the parent company of **Byju's the Learning app**, the largest K12 learning app in the world with over 10million students learning with us. A winner of the Deloitte Fastest 50 India Award for six years in a row and a winner of the Fastest 300 Asia Award for the last three years, the company has doubled its growth year on year. Byju's the Learning App provides lessons in math and science for students from grade 4 to 12 through formats such as videos, tests, quizzes, personalised learning paths and even games. There are programs also for competitive examinations like the JEE, NEET, CAT, GRE, GMAT and UPSC. Byju's Learning App is a giant in the global edtech space with an array of investors valuing the company at thousands of crores. It was also the first Asian company to get the backing of Facebook's founder Mark Zuckerberg. Our employees can look forward to multiple benefit schemes starting from incentives, impact bonuses, travel incentives, health benefits and much more & if you are passionate about making India and the world Think & Learn through various platforms, modes and pedagogies then look no further!

Job Description: Attached for your reference.

Sector: Sales, Marketing, Business Development.

Preferred Skill Sets:

Keen interest in education, Being interested in mentoring students, A knack for sales and positioning an idea.

Locations: Across India

Academic Qualification: **B.E / B.Tech, Post graduation**

UG/PG Cut-off Score: 6 CGPA or 60% and above, Backpaper if any, should be cleared before joining

Selection Process: Group Round and Personal Interviews.

CTC:

For BDA: 10 lakhs (7 L fixed and 3L Performance Pay)-Male candidates only

For PS: 4.75 lakhs (4 L fixed and .75L Performance Pay)

Candidates should have:

- 1 copy of RESUME
- One sets of copies of your mark lists [10th/12th/Graduation/PG (if applicable)]
- One passport size photograph attached to the resume
- College ID Card

Dr. Varun G Menon

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

2 attachments



BYJUS-CAMPUS JD.pdf

1326K



Campus PS JD.pdf

155K



Offer Letter

Name: Athira K s

Date: Wednesday, August 19, 2020

Dear Ms. Athira K s,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited (“Company”), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, August 25, 2020**. Your work location would be **IBC Knowledge Park, Bangalore / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the

Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : IBC Knowledge Park, Bangalore / Bangalore
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared



OFFER LETTER

Mr. Sivanayyan P

Date: Friday, November 13, 2020

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education.

We are pleased to offer you the position of Trainee-Repayment and Collections on following terms and conditions:

Offer Details:

Designation:	Trainee-Repayment and Collections
Department:	Supply Chain (51000006)
Sub Department:	Digital Finance
Employment Type:	Trainee
Date of Joining:	Friday, November 20, 2020
Role Location:	Bangalore - IBC Knowledgepark
CTC per Annum:	350000 INR

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- 1.Provident Fund
- 2.Income tax deducted at source at the rates applicable
- 3.Employment/Professional taxes
- 4.Dues to company including loans and advances



Offer Letter

Name: Mohammed Raihan Haq ck

Date: Tuesday, June 30, 2020

Dear Mr. **Mohammed Raihan Haq ck**,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, July 7, 2020**. Your work location would be **Calicut / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : Calicut
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.



Offer Letter

Name: Ashwin K a

Date: Wednesday, December 23, 2020

Dear Mr. **Ashwin K a**,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. Date of Joining & Work Location: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, December 29, 2020**. Your work location would be **Calicut / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

3. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 2. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

4. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

5. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

6. Department, Designation & Reporting Manager:

Department	: Business Development (51000000)
Designation	: Business Development Trainee - Sales
Reporting Manager	: Rahul Raj (TNL201605108)
Role Location	: Calicut / Bangalore
BDT Training Location	: Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.



Offer Letter

Name: Nitin Satish

Date: Friday, July 3, 2020

Dear Mr. Nitin Satish,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, July 14, 2020**. Your work location would be **Thrissur / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : Thrissur
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.



sset last name <sset@scmsgroup.org>

Re: Opportunities for 2020 Freshers to Join Airpay!

8 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: Ahad Dewoolkar <ahad.dewoolkar@airpay.co.in>
Cc: SSET <sset@scmsgroup.org>

Fri, Dec 4, 2020 at 3:39 PM

Dear Ahad,

Thank you for contacting SCMS. We will inform the opportunity to our 2020 passout students and get back with the list of interested students soon.

Regards,
Varun

On Fri, Dec 4, 2020 at 3:33 PM Ahad Dewoolkar <ahad.dewoolkar@airpay.co.in> wrote:

Hello Varun,

It was pleasure speaking with you!

As discussed,

PFA JD

Role : Tech Support Engineers**Location** : Cochin Infopark, Kakkanad**No of Positions** : 4**CTC** : 3LPA

If you have any doubts, feel free to reach out to me.

Thanks & Regards,

Ahad Dewoolkar

Senior Executive - Human Resources

Mobile No : 91 8169680996

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Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier

Technical Editor - Computer Communications Journal, Elsevier

Associate Editor - Alexandria Engineering Journal

Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

To: ahad.dewoolkar@airpay.co.in

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Dec 4, 2020 at 6:24 PM

Dear Sir,

Greetings from SCMS School of Engineering and Technology!!

As per the mail, attached herewith the list along with CV of our 28 interested candidates for the role of Tech Support Engineers with your esteemed organization.

Kindly intimate further details of the same.

Regards

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge















SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

28 attachments

-  **ABHIRAMI K-CV-2020 pass EC.docx**
89K
-  **ANOOJA BENNY-CV-2020 pass EC.pdf**
109K
-  **APATHI P S-CV-2020 pass EEE.pdf**
191K
-  **ARDHRA R -CV-2020 pass CE.pdf**
127K
-  **ASWIN S UNNITHAN-CV-2020 pass EEE.pdf**
478K
-  **ATHIRA K S-CV-2020 pass CS.pdf**
96K
-  **ATHIRA VARGHESE-CV-2020 pass CS.pdf**
620K
-  **AYISHA ASHRAF-CV-2020 pass CE.pdf**
302K
-  **AZIYA TABASSUM-CV-2020 pass CS.pdf**
136K
-  **CHINJU PAUL-CV-2020 pass EC.pdf**
36K
-  **DEVIKRISHNA A U-CV-2020 pass EC.pdf**
307K
-  **FATHIMA SHIRIN-CV-2020 pass EC.pdf**
197K
-  **JAMSHY AZEEZ-CV-2020 pass CE.pdf**
25K
-  **KRISHNAPRIYA V K-CV-2020 pass CE.pdf**
359K

As per the CVs shared out of the 28 candidates, 11 Candidates are shortlisted for further rounds.

We are requesting you to please update the students with the feedback.

Below is the list of students shortlisted for next round along with the schedule, requesting you to please share us the email ids & contact details.

TECH SUPPORT INTERVIEW SCHEDULE						
Sr. No	Name	Interview Date	WEEKDAY	Interview Time	Contact No	Email ID
1	Shyam Krishnan	21-Dec-20	MONDAY	5.00PM		
2	Sivanayyan P	21-Dec-20	MONDAY	5.30PM		
3	Vismaya P	23-Dec-20	WEDNESDAY	5.00PM		
4	Arathi P S	23-Dec-20	WEDNESDAY	5.30PM		
5	Swathy R Pillai	24-Dec-20	THURSDAY	5.00PM		
6	Athira K S	24-Dec-20	THURSDAY	5.30PM		
7	Aziya Tabassum	28-Dec-20	MONDAY	5.00PM		
8	Livin Anto Nellisserry	28-Dec-20	MONDAY	5.30PM		
9	Nikhitha Titus	29-Dec-20	TUESDAY	5.00PM		
10	Robin Monterio	29-Dec-20	TUESDAY	5.30PM		
11	Sarath Joseph	29-Dec-20	TUESDAY	6.00PM		

Note – Interview will be on Microsoft Teams.

The link will be shared with the candidate 24 hours prior to the Interview on the mail, requesting to please inform the candidates to download Microsoft Teams app from Play Store or App Store or they can also join the meeting through their laptop by clicking on the link and by joining as 'Guest'

Feel free to reach out to me.

Thanks & Regards,

Ahad Dewoolkar

Senior Executive - Human Resources

Mobile No : 91 8169680996

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□




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9/1/2021

SCMS Group of Institutions Mail - Re: Opportunities for 2020 Freshers to Join Airpay!

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

 **Airpay shortlisted candidates-SSET.xlsx**
11K

Ahad Dewoolkar <ahad.dewoolkar@airpay.co.in>

Mon, Dec 21, 2020 at 12:00 PM

To: SSET <sset@scmsgroup.org>

Cc: Varun Menon G <varunmenon@scmsgroup.org>, Priyanka Dalvi <priyanka.dalvi@airpay.co.in>

Dear Varun & Team,

Please share us the email id & contact details of the students.

Thanks,

Ahad

[Quoted text hidden]



Ahad Dewoolkar <ahad.dewoolkar@airpay.co.in>

Mon, Jan 4, 2021 at 4:56 PM

To: SSET <sset@scmsgroup.org>

Hi Vraun & Team,

FYI.

Thanks,

AD

From: Ahad Dewoolkar

Sent: 04 January 2021 12:09

To: 'Dr. Varun G Menon' <varunmenon@scmsgroup.org>

Cc: Priyanka Dalvi <priyanka.dalvi@airpay.co.in>

Subject: RE: Opportunities for 2020 Freshers to Join Airpay!

Hi Varun,

The following candidates are shortlisted for Tech Support Role with Airpay.

Ms. Vismaya
Ms. Aziya
Mr. Livin
Ms. Athira

Heartiest Congratulations to the four of them.

Thanks,

AD

From: Ahad Dewoolkar

Sent: 21 December 2020 13:53

To: Dr. Varun G Menon <varunmenon@scmsgroup.org>

Subject: RE: Opportunities for 2020 Freshers to Join Airpay!

Hi Varun,

January 04, 2021

Ms. Aziya Tabassum,

Kerala

Sub: Letter of Offer

Dear **Aziya,**

This is in reference to the discussion you had with us. We are pleased to know that you would like to become a member of the Airpay family. We would like to offer you a position of **Tech Support Engineer - Technology.**

You'll be joining us on **Wednesday, 13th January 2021.** You will be entitled for a consolidated all-inclusive compensation of **Rs. 3,00,000** (Three Lakh only) per annum, subject to deduction of taxes.

Please note that this offer is valid subject to your acceptance within **one day** of receiving it.

The Company reserves the right to terminate employee in the event the background check conducted by the Company on employee is not satisfactory to the Company in the Company's sole discretion.

We welcome you and are delighted that you have chosen to be part of our family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

SALARY STRUCTURE			
Salary Component			Monthly
Basic Pay	Basic + DA	:	Rs. 15,100
	HRA	:	Rs. 6,550
	Other Allowance & Bonus	:	Rs. 1,550
	Monthly Gross	:	Rs. 23,200
Statutory Contributions	Provident Fund	:	Rs. 1,800
	Monthly CTC	:	Rs. 25,000
Employee Deductions	Provident Fund	:	Rs. 1,800
	Profession Tax	:	Rs. 200
Deductions		:	Rs. 2,000
NET TAKE (before Tax)		:	Rs. 21,200
ANNUAL CTC			Rs. 3,00,000

* Your remuneration includes your Statutory Bonus divided into twelve equal parts & added to salary & is subject to any taxes or levies as per government guidelines in force from time to time.

**Gratuity is calculated and eligible as per the Gratuity Act which is over and above this structure.

January 04, 2021

Mr. Livin Anto Nellisserry,

Kerala

Sub: Letter of Offer

Dear **Livin,**

This is in reference to the discussion you had with us. We are pleased to know that you would like to become a member of the Airpay family. We would like to offer you a position of **Tech Support Engineer - Technology.**

You'll be joining us on **Wednesday, 06th January 2021.** You will be entitled for a consolidated all-inclusive compensation of **Rs. 3,00,000** (Three Lakh only) per annum, subject to deduction of taxes.

Please note that this offer is valid subject to your acceptance within **one day** of receiving it.

The Company reserves the right to terminate employee in the event the background check conducted by the Company on employee is not satisfactory to the Company in the Company's sole discretion.

We welcome you and are delighted that you have chosen to be part of our family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

SALARY STRUCTURE			
Salary Component			Monthly
Basic Pay	Basic + DA	:	Rs. 15,100
	HRA	:	Rs. 6,550
	Other Allowance & Bonus	:	Rs. 1,550
	Monthly Gross	:	Rs. 23,200
Statutory Contributions	Provident Fund	:	Rs. 1,800
	Monthly CTC	:	Rs. 25,000
Employee Deductions	Provident Fund	:	Rs. 1,800
	Profession Tax	:	Rs. 200
Deductions		:	Rs. 2,000
NET TAKE (before Tax)		:	Rs. 21,200
ANNUAL CTC			Rs. 3,00,000

* Your remuneration includes your Statutory Bonus divided into twelve equal parts & added to salary & is subject to any taxes or levies as per government guidelines in force from time to time.

**Gratuity is calculated and eligible as per the Gratuity Act which is over and above this structure.

January 04, 2021

Ms. Vismaya P,

Kerala

Sub: Letter of Offer

Dear **Vismaya,**

This is in reference to the discussion you had with us. We are pleased to know that you would like to become a member of the Airpay family. We would like to offer you a position of **Tech Support Engineer - Technology.**

You'll be joining us on **Wednesday, 06th January 2021.** You will be entitled for a consolidated all-inclusive compensation of **Rs. 3,00,000** (Three Lakh only) per annum, subject to deduction of taxes.

Please note that this offer is valid subject to your acceptance within **one day** of receiving it.

The Company reserves the right to terminate employee in the event the background check conducted by the Company on employee is not satisfactory to the Company in the Company's sole discretion.

We welcome you and are delighted that you have chosen to be part of our family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

SALARY STRUCTURE			
Salary Component			Monthly
Basic Pay	Basic + DA	:	Rs. 15,100
	HRA	:	Rs. 7,550
	Other Allowance & Bonus	:	Rs. 1,550
	Monthly Gross	:	Rs. 23,200
Statutory Contributions	Provident Fund	:	Rs. 1,800
	Monthly CTC	:	Rs. 25,000
Employee Deductions	Provident Fund	:	Rs. 1,800
	Profession Tax	:	Rs. 200
Deductions		:	Rs. 2,000
NET TAKE (before Tax)		:	Rs. 21,200
ANNUAL CTC			Rs. 3,00,000

* Your remuneration includes your Statutory Bonus divided into twelve equal parts & added to salary & is subject to any taxes or levies as per government guidelines in force from time to time.

**Gratuity is calculated and eligible as per the Gratuity Act which is over and above this structure.

January 04, 2021

Ms. Athira K S,

Kerala

Sub: Letter of Offer

Dear **Athira,**

This is in reference to the discussion you had with us. We are pleased to know that you would like to become a member of the Airpay family. We would like to offer you a position of **Tech Support Engineer - Technology.**

You'll be joining us on **Wednesday, 06th January 2021.** You will be entitled for a consolidated all-inclusive compensation of **Rs. 3,00,000** (Three Lakh only) per annum, subject to deduction of taxes.

Please note that this offer is valid subject to your acceptance within **one day** of receiving it.

The Company reserves the right to terminate employee in the event the background check conducted by the Company on employee is not satisfactory to the Company in the Company's sole discretion.

We welcome you and are delighted that you have chosen to be part of our family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

SALARY STRUCTURE			
Salary Component			Monthly
Basic Pay	Basic + DA	:	Rs. 15,100
	HRA	:	Rs. 7,550
	Other Allowance & Bonus	:	Rs. 1,550
	Monthly Gross	:	Rs. 23,200
Statutory Contributions	Provident Fund	:	Rs. 1,800
	Monthly CTC	:	Rs. 25,000
Employee Deductions	Provident Fund	:	Rs. 1,800
	Profession Tax	:	Rs. 200
Deductions		:	Rs. 2,000
NET TAKE (before Tax)		:	Rs. 21,200
ANNUAL CTC			Rs. 3,00,000

* Your remuneration includes your Statutory Bonus divided into twelve equal parts & added to salary & is subject to any taxes or levies as per government guidelines in force from time to time.

**Gratuity is calculated and eligible as per the Gratuity Act which is over and above this structure.

March 29 2021

CONGRATULATION ON BEING SELECTED AT BOURNTEC

Employee Code: 126

Employee Address: Nediapalackal House
Peechi (P.O), Mayilattumpara
Thrissur
Pin:680653

Dear Minu N Sunil,

Congratulations! I am pleased to offer you the position of Software Trainee with **BOURNTEC GLOBAL SOFTWARE CAPABILITY CENTRE P LTD**, effective 05.04.2021. You need to report at 9:30 AM to complete the joining formalities.

Kindly go through the details mentioned below.

Acceptance and Commencement

You are requested to report on **05.04.2021** to complete the joining formalities.

Your appointment will be effective on your joining **05.04.2021**.

You will be on training for a period of four months from the date of joining.

To confirm your acceptance of this offer, you are required to:-

- Respond via email to [Email id: sruthy.nair@bourntec.com](mailto:sruthy.nair@bourntec.com)

Address:

Bourntec Global Software Capability Centre Pvt Ltd
XII/448- TV Centre, Thanapadam Road off
Seaport Airport Road, Kakkanad,Kochi
PIN :682037

Please note that it is important to be on time, on arriving late you will not be allowed to join and must reschedule your joining date.

Head Office:

XXIV/773, T.V Centre
Thanapadam Road, CEPZ P.O,
Kakkanad, Kochi, Kerala, India - 682037

Development Center:

Noel Focus, 4th Floor,
Seaport Airport Road, Kakkanad,
Kochi - 682037

Contact:

Phone: 0484 2421245
Email: info@bourntec.com

Remuneration

- Your monthly remuneration will be **20,000/-** Per month. On the completion of training, you shall be paid **25,000/ per** month for the next 6 months' probation period.

Training period / Probation

- You will be on trainee for a period of four months from the date of joining.
- You will continue to be on training until specific order confirming your service.
- After successful completion of your training, you will be considered for six months probation and your terms of employment will be reviewed and will be considered for the regular employment with the organization based on your performance.

During the training period you can avail one casual leave per month – if absolutely necessary - and you shall not be eligible for any other leave.

Termination of Services

- During the training period if your performance is found to be non-satisfactory, Company can terminate your service immediately without giving notice or paying in lieu of notice.

Checklist

Documents to be submitted on the Day of Reporting:-

- At the time of your joining, the following documents in original (for verification only) along with a photocopy of each should be submitted to Bourntec.
1. ID proof – Passport Copy / Election ID / Driving License/Aadhar Card
 2. Secondary / Higher Secondary mark sheet
 3. Degree certificate and mark sheets
 4. Post-graduate degree and mark sheets (if applicable)
 5. PAN Card
 6. Valid Passport
 7. Reliving letter from all your previous employers (if applicable)
 8. Last/latest pay slips from your current employer (if applicable)
 9. Three passport photos in white background ALONG with a soft copy

Validity

- This is only a conditional Offer Letter and not a Letter of Appointment. The Letter of Appointment will be issued to you only upon successful completion of your training.
- Please note that the Offer Letter is valid only if you give us a signed acceptance of your willingness to accept while reporting to office.

Furthermore, the signed and accepted Offer Letter will also become null and void in case you do not report at the date and time specified in this letter.

Head Office:

XXIV/773, T.V Centre
Thanapadam Road, CEPZ P.O,
Kakkanad, Kochi, Kerala, India – 682037

Development Center:

Noel Focus, 4th Floor,
Seaport Airport Road, Kakkanad,
Kochi – 682037

Contact:

Phone: 0484 2421245
Email: info@bourntec.com

To indicate your acceptance of this offer please sign the original of this letter and return it to us indicating the date from which you are available.

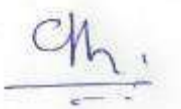
If you have any queries, please do not hesitate to contact undersigned person.

Looking forward to meet you at Bourntec!

Thanking you

Yours faithfully

For **BOURNTEC GLOBAL SOFTWARE CAPABILITY CENTRE P LTD**



Jacob Rajan Chowallur
Managing Director

Head Office:

XXIV/773, T.V Centre
Thanapadam Road, CEPZ P.O,
Kakkanad, Kochi, Kerala, India – 682037

Development Center:

Noel Focus, 4th Floor,
Seaport Airport Road, Kakkanad,
Kochi – 682037

Contact:

Phone: 0484 2421245
Email: info@bourntec.com



ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS

I agree that I have read, understand and accept employment with BOURNTEC GLOBAL SOFTWARE CAPABILITY CENTRE P LTD, under the terms and conditions stated above

Signature

Printed Name.....**Minu N Sunil**.....

Date**29-03-2021**.....

Head Office:

XXIV/773, T.V Centre
Thanapadam Road, CEPZ P.O,
Kakkanad, Kochi, Kerala, India - 682037

Development Center:

Noel Focus, 4th Floor,
Seaport Airport Road, Kakkanad,
Kochi - 682037

Contact:

Phone: 0484 2421245
Email: info@bourntec.com



sset last name <sset@scmsgroup.org>

Invitation - Infosys Campus Recruitment Program - 2020

4 messages

Sonu Jose <sonu.jose@infosys.com>

Fri, Aug 16, 2019 at 6:38 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun G Menon,

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,330+ clients in 45 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,29,000+ employees make this happen. As we begin campus recruitment for 2020 batch of students, we would like to share what we have in store.

At Infosys, we have a signature strategy to help our employees move forward. This is done by enabling employees build the next technology solutions, making sure their careers never stand still and navigating further together in a culture of inclusiveness. Through always-on learning options, career opportunities through bridge programs, training in advanced technologies at our Global Education Center in Mysore, and facilities to create work-life balance, we help our people to achieve what they desire the most.

We are keen to partner with your esteemed institution for Infosys Campus Recruitment Program 2020.

We are confident that you would be able to accommodate us as a **Day 1** company. Please affirm the same over email and also share with us suitable dates for the recruitment process by **20th Aug 2019**. We have attached our eligibility criteria for your reference.

Looking forward to a long and successful partnership with you again!

Best Regards,

Sonu Jose

Talent Acquisition

Infosys Limited

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Eligibility_Criteria.pdf
342K**SSET** <sset@scmsgroup.org>

Sat, Aug 17, 2019 at 1:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sonu,

Thanks for the **Infosys Campus Recruitment Program 2020** program details. As per your mail, the recruitment drive of your esteemed organization, **Infosys Limited** is confirmed as **Day 1 Status Exclusively** for our 2020 batch students.

We do look forward to host the recruitment process **at any convenient dates during 25th, 26th or 27th September 2019**. Kindly confirm the date and mail us further details of drive.

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Sonu Jose <sonu.jose@infosys.com>

Sat, Aug 17, 2019 at 5:15 PM

To: SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sir,

Thankfully acknowledging your email.

I shall write to you shortly with further details and confirmation on process dates.

Warm regards,

Sonu Jose

From: SSET [mailto:sset@scmsgroup.org]

Sent: 17 August 2019 01:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>; Pramod_MV <Pramod_MV@infosys.com>

Subject: Re: Invitation - Infosys Campus Recruitment Program - 2020

[**EXTERNAL EMAIL**]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Oct 9, 2021 at 3:00 PM

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]



Eligibility_Criteria.pdf

342K



sset last name <sset@scmsgroup.org>

RE: Infosys Campus Recruitment 2019-20 - Final Selects

2 messages

AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Thu, Oct 3, 2019 at 5:06 PM

To: SSET <sset@scmsgroup.org>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

Greetings from Infosys!

This is with reference to the campus recruitment process conducted in your institute for the 2020 batch. Please find attached the final list of students who have been selected for offer.

We thank you for the support extended to conduct a seamless process and look forward for a long relationship with your esteemed institute. Please feel free to call me for any clarification.

Thanks & Regards,

Amogh Bengeri

Associate Lead - TA

Talent Acquisition Team

**Final list of selected students - 2020 - SCMS School of Engineering and Technology.doc**

118K

SSET <sset@scmsgroup.org>

Wed, Oct 9, 2019 at 9:54 AM

To: AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

On behalf of the management, principal, staff and students I thank you and your esteemed organization for visiting our campus and conducting on campus recruitment exclusively for our 2020 batch students on 2nd and 3rd October 2019 and for the 102 offers. We expect continuous interaction and support between our institution and your esteemed organization. Convey my best regards to your team members.

Please contact for further requirements.

With warm regards

Dr. Varun G Menon

Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Date of Interview	3rd October 2019	Name of the Institute	SCMS School of Engineering and Technology
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SL No	Roll Number	Name	Email ID
1	SCM16CS002	Aaron Joseph Fernandez	aaronfernz@hotmail.com
2	SCM16CS004	Abdul Samad	abdulsamadsait07@gmail.com
3	SCM16ME004	Abhijith O	omanakuttanabhijith@gmail.com
4	SCM16CS006	Abhijith Anilkumar M	abhijith.anil@gmail.com
5	SCM16ME005	Abhimanue H	abhigpharila97@gmail.com
6	SCM16EC004	Aiswarya Nair	aiswarya.nair98@gmail.com
7	SCM16EE006	Aiswarya Unni	ais861998@gmail.com
8	SCM16CS011	Aiswarya Vinod	aiswaryavinod066@gmail.com
9	SCM16ME012	Akash Thenayamchery	akashravit@gmail.com
10	SCM16EE008	Akhil Krishna K B	itsmeh4343@gmail.com
11	SCM16CS015	Akshay Ajith	akshayajith9981@gmail.com
12	SCM16CS019	Amelin Denny	amelindenny@gmail.com
13	SCM16ME026	Anand Rajeev	anandrjv97@gmail.com
14	SCM16CE024	Anjaly S	anjus7090123@gmail.com
15	SCM16CS025	Ann Maria	annmaria1419@gmail.com
16	SCM16EC015	Annmary Jose	annmaryjose1999@gmail.com
17	SCM16EC017	Anooja Benny	anoojabenny15@gmail.com
18	SCM16CS026	Anson Pinhero	ansonpinhero@gmail.com
19	SCM18CSCY02	Anupama M L	anupamaml96@gmail.com
20	SCM16CS028	Anwin David	anwindavid@gmail.com
21	SCM16AU010	Arjun M A	arjunmattathil619@gmail.com
22	SCM16CS030	Arjun A Ghosh	ghosharjun23@gmail.com
23	SCM16CE037	Arya G Pradeep	aryagpradeep2015@gmail.com
24	SCM16CS033	Ashil K Shanavas	ashilshanavas@gmail.com
25	SCM16ME036	Aswin P	appuasok97@gmail.com
26	SCM16ME037	Aswin Radhakrishnan	aswinradhakrishnan98@gmail.com
27	SCM16CE041	Aswin Krishna K K	aswinkrishnakk@gmail.com
28	SCM16EC021	Athira Anilkumar	athiraanilkumar60@gmail.com
29	SCM16CS037	Athira Theres Thomas	athiratheres97@gmail.com

CONGRATULATIONS

30	SCM16CS040	Athul Jeevankumar Nedumpillil	kumarathul63@gmail.com
31	SCM16ME038	Athul Krishna N S	athulshahul@gmail.com
32	SCM16CS044	Bhavyasree P V	bhavyavijil@gmail.com
33	SCM16EC024	Chinju Paul	chinjupaul6@gmail.com
34	SCM16CS047	Chinmay Krishna S	chinmaykrishnas@gmail.com
35	SCM16EC025	Christine Mathew V M	christinemathewvm@gmail.com
36	SCM16EC026	Chythannya .	chaithanyavikraman19@gmail.com
37	SCM16ME046	Cibin Joy K	cibin.joyk1@gmail.com
38	SCM16CS049	David Paul	davidpthavoo@gmail.com
39	SCM16CE049	Diya Dileep	diyadilip6@gmail.com
40	SCM16ME049	Edwin P Baby	edwinrosemaria9@gmail.com
41	150293	Fathima Safna P A	fathima.safnav97@gmail.com
42	SCM16CS053	Ganesh Babu	gbabu387@gmail.com
43	SCM16EC034	Geswin Babu	geswinbabu98@gmail.com
44	SCM16ME055	Gijo George Netticadan	gijonetticadan@gmail.com
45	SCM16CS058	Gokul Das K	gokuldas1303@gmail.com
46	SCM16ME056	Gokul Krishna D	gokuldileep98@gmail.com
47	SCM18ECCE01	Gopika G	gopikan2k15@gmail.com
48	SCM16CS060	Gopika V	gopikavgk@gmail.com
49	SCM16CE055	Greeshma Girish Kumar	greeshma1998@gmail.com
50	SCM16CS062	Hudaif Mohammed M	hudaif747@gmail.com
51	SCM16CE058	Isha Sumesh	ishasumesh.kc@gmail.com
52	SCM16CS064	Jackson K George	jacksonkgeorge28@gmail.com
53	SCM16CE059	Jacob Francis Paruvummel	fjacob505@gmail.com
54	SCM16EC038	Jayashyam J	jayashyamjpvs@gmail.com
55	SCM16CS065	Jerin Jose	jerinjoseputhuserry7@gmail.com
56	SCM16EE035	K A Muhammed Sahal	mdshl29@gmail.com
57	SCM16CE070	Karishma Jayasing	karishmajayasing3@gmail.com
58	SCM16CE074	Krishnapriya Joshy	krishnapriyajoshy19@gmail.com
59	150301	Lakshmy J	lakshmy.jayaraj@gmail.com
60	SCM16CS071	M Akarsh	akarsh2868@gmail.com
61	SCM16AU024	M Harikrishnan	hanuharikrishnan@gmail.com
62	SCM16ME076	Mohammad Labeeb Ihsan	mohammadlabeeb@yahoo.com

CONGRATULATIONS

63	SCM16CS075	Mohammed Falah Yusuf Hamza	falahyusufhamza@gmail.com
64	SCM16CE084	Muhammed Lamy P J	lamypj666@gmail.com
65	SCM16CS076	Naijith Gopal Thandilakath	gnaijith78@gmail.com
66	SCM16CS077	Namisha .	namisha123@gmail.com
67	SCM18ECCE02	Nandana Ajith	nandanaajithk31@gmail.com
68	SCM16CS080	Navaneeth Asok	asok.navaneeth@gmail.com
69	SCM16CS081	Navya K S	navyashali1@gmail.com
70	SCM16CS083	Nidhuna C	nidhunacheriyedath@gmail.com
71	SCM16CS084	Nikil S Kumar	nikilskumar4444@gmail.com
72	SCM16ME083	Nirmal Jose	nirmaljoe14@gmail.com
73	SCM16ME084	Parthiv M Krishna	parthivmkrishna@gmail.com
74	SCM16CE094	Paul Francis P	paulfrancis98@gmail.com
75	SCM16CS087	Pranav Prakash	pranavprakash997@gmail.com
76	SCM16CS089	Prashant G	prashantganesh007@gmail.com
77	SCM16CS091	Richu Sabu Mathew	richusabu254@gmail.com
78	SCM18CECS13	Rintu Kurian	rx.kuttan@gmail.com
79	SCM16CS093	Risa Shereen	risasherinc@gmail.com
80	SCM16ME098	Rohith Krishna T J	tjengineer2255@gmail.com
81	SCM16CS094	Rose Mary Chakiath	rosemarybinny246@gmail.com
82	SCM18CECS14	S D Sreedevi Nair	sdsreedevinair21@gmail.com
83	SCM16EE048	Sachin S Nair	sachinsdp2298@gmail.com
84	SCM16CS098	Sajini Stalin	sajinistalin007@gmail.com
85	SCM16CS100	Sara Abraham	sara.abraham12@gmail.com
86	SCM16CS103	Sebin K I	sebinignatious@gmail.com
87	SCM16CE107	Shahanas V N	shanushahanas204@gmail.com
88	SCM16CS105	Sherin Philip	sherinphilip3@gmail.com
89	SCM16EC071	Shruthi Sudhir Nair	shruthisn98@gmail.com
90	SCM16CS106	Shwetha Mary Jacob	shwejacob@gmail.com
91	SCM16ME111	Shyam Shankar V	shyamshankar97@gmail.com
92	SCM16CS109	Sidharth K	sidharthk97india@gmail.com
93	SCM16CS112	Sreelakshmi Prasad	sreelakshmiPrasad77@gmail.com
94	SCM16EC073	Sreelakshmi S	sreelakshmi.sukumaran@gmail.com
95	SCM16CS113	Sreelekshmi S	sreelekshmisreelechu@gmail.com

CONGRATULATIONS

96	150320	Subhadra S Menon	subhadrasmenon@gmail.com
97	SCM16ME118	Syam K S	syamks8182@gmail.com
98	SCM16CS115	Thushara P T	thusharapt1997@gmail.com
99	SCM16CE114	Vani Vijayakumar	vanivijayakumar1997@gmail.com
100	SCM16CS118	Vishal M Nair	mnvishal25@gmail.com
101	SCM18CSCY05	Vishnu P R	vishnuprvishnu94@gmail.com
102	SCM16ME120	VIVEK M M	vivekmm76@gmail.com

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Amogh Bengeri

Date : 3rd October 2019

Designation : Associate Lead – TA

Signature :

HRD/1000847864/20-21

January 28, 2021

Mr. M Harikrishnan
Nandanam, Erayilkadavu,
Near Esi Dispensary,
Kottayam-686001
India

Ph: +91-7025650966

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **29-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Harikrishnan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Harikrishnan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847378/20-21

January 27, 2021

Ms. Aiswarya Vinod
Aiswarya Jayanthi Road P.O,
Chalad
Kannur-670014
India

Ph: +91-8129518381

Dear Aiswarya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Vinod			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Vinod			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847383/20-21

October 28, 2020

Ms. Amelin Denny
Kolengaden House,
P.O.Kuttur,Kottekad
Thrisur-680013
India

Ph: 9387218145

Dear Amelin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Amelin Denny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Amelin Denny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848014/20-21

December 16, 2020

Ms. Athira Theres Thomas
Chittinappilly House Karukutty,
Near Neerolippara
Ernakulam-683576
India

Ph: +91-9746893993

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Theres Thomas			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Athira Theres Thomas		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847444/20-21

December 1, 2020

Mr. Gokul Das K
Swathi Kizhakkekara(H),
Karakurissi (P.O)
Palakkad-678595
India

Ph: +91-9567093278

Dear Gokul,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Gokul Das K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Gokul Das K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847456/20-21

December 23, 2020

Mr. Jackson K George
Kalathil House, Jubilee Road Patteripuram,
Aluva
Ernakulam-683101
India

Ph: +91-8089399280

Dear Jackson,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jackson K George
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jackson K George
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848040/20-21

December 28, 2020

Mr. Jerin Jose
Puthussery House, Karukutty P.O, Besleham
Angamaly
Ernakulam-683576
India

Ph: +91-9539302195

Dear Jerin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jerin Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. Jerin Jose		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847462/20-21

December 16, 2020

Mr. M Akarsh
12/353B,
Padamughal
Ernakulam-682030
India

Ph: +91-8592010389

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. M Akarsh			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Akarsh
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848073/20-21

December 2, 2020

Ms. Navya K S
Kolasseril House Koottukad,
Vadakkumpuram.P.O
Ernakulam-683521
India

Ph: 9400518725

Dear Navya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Navya K S			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Navya K S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848086/20-21

October 28, 2020

Mr. Nikil Kumar
Nellikapillil House, Knera-106, 1st Flr Asoka Road,
Kattayil Road Junction, Pottakuzhy, Kaloore
Ernakulam-682017
India

Ph: 9535738555

Dear Nikil,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Nikil Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Nikil Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848090/20-21

October 28, 2020

Ms. Risa Shereen
Asharikandiyil(H) ,Karandode P.O,
Vadakara
Kozhikode-673508
India

Ph: 7594077673

Dear Risa,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Risa Shereen			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Risa Shereen
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/20-21/1000693549

August 24, 2020

Ms. Rose Mary Joy
Candidate ID: 1000693549
Pazhep A Rambil, (H)
Manathana (p.o)
Kannur
Kerala
India
Ph: (91) 94467 97739

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 07, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/Virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/1000847582/20-21

December 1, 2020

Ms. Sajini Stalin
Kuttikattu House,
Perumanoor
Ernakulam-682015
India

Ph: +91-7356585307

Dear Sajini,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848095/20-21

October 28, 2020

Ms. Sara Abraham
13 B1, Kent Glass House,
Vytilla
Ernakulam-682019
India

Ph: 9061410314

Dear Sara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sara Abraham		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sara Abraham
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847589/20-21

December 1, 2020

Ms. Sherin Philip
124-C, Pocket-E, L.I.G
Flats,G.T.B Enclave
Delhi-110093
India

Ph: +91-9745907484

Dear Sherin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sherin Philip			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sherin Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847594/20-21

December 16, 2020

Ms. Sreelakshmi Prasad
Padickal House Elambakapilly Po, Koovapady,
Perumbavoor
Ernakulam-683544
India

Ph: +91-9496129906

Dear Sreelakshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847602/20-21

November 12, 2020

Ms. Sreelekshmi S
Padmavilasom Near Tb Junction,
Kottarakkara P.O
Kollam-691506
India

Ph: +91-9072544514

Dear Sreelekshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sreelekshmi S		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sreelekshmi S		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847608/20-21

December 1, 2020

Ms. Thushara P T
Pookkulathu
Rajakad P O,,
Idukki-685566
India

Ph: +91-9447644878

Dear Thushara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Thushara P T
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Thushara P T		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847614/20-21

November 12, 2020

Mr. Vishal M Nair
Sreepadam, Edappon Aiyanikudy P.O,
Mavelikara
Alappuzha-690558
India

Ph: 9745660441

Dear Vishal,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Vishal M Nair			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Vishal M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847627/20-21

December 28, 2020

Ms. Annmary Jose
Chittinappilly House Karukutty P O,
Angamaly
Ernakulam-683576
India

Ph: +91-8078513408

Dear Annmary,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Annmary Jose			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Annmary Jose		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847634/20-21

October 28, 2020

Ms. Anooja Benny
Moozhikkachalil Karukutty,
Angamaly, Ernakulam
Ernakulam-683576
India

Ph: 7559887182

Dear Anooja,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Anooja Benny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Anooja Benny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847642/20-21

December 23, 2020

Ms. Athira Anilkumar
Ambady House Edathala.P.O.,
Aluva
Ernakulam-683561
India

Ph: +91-9400838795

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Anilkumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Athira Anilkumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



sset last name <sset@scmsgroup.org>

TCS Off Campus Recruitment for 2019 and 2020 pass out batch

2 messages

Sumy Kuriakose <sumy.k@tcs.com>

Sat, Feb 20, 2021 at 11:23 AM

Dear Sir, Ma'am,

Greetings!

As you may be aware, TCS is going to hire the students from 2019 and 2020 pass out batch. The last date for registrations is 27-Feb-21. Please find attached the flyer for more details. Kindly circulate and please ensure maximum registrations.

Thanks & Regards,
Sumy Kuriakose
Academic Relationship Manager - Kerala
Desk: +91 484 6186695
VoIP: 448 6695
Cell: 9746830372
Tata Consultancy Services
TCS Centre SEZ Unit,
Infopark PO,
Kochi - 682042, Kerala
Mailto: sumy.k@tcs.com
Website: <http://www.tcs.com>

Experience certainty.	IT Services
	Business Solutions
	Consulting

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TCS-Off-Campus-Hiring-2021-GIF-Mailer.gif
97K



sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 10, 2021 at 12:59 PM

[Quoted text hidden]



TCS-Off-Campus-Hiring-2021-GIF-Mailer.gif
97K



Offer: Computer Consultancy

Ref: TCSL/DT20195450092/Trivandrum

Date: 02/04/2021

Ms. Anciya Johny
Poovely House Poothamkutty,
Holy Family Church Thabore,
Angamaly-683577,
Kerala.
Tel# 91-8943941640

Dear Anciya Johny,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/DT20195450092

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Anciya Johny
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Offer: Computer Consultancy
Ref: TCSL/DT20184512490/Mumbai
Date: 13/04/2021

Ms. Parvathy Harish
Mariath Parambil, Kallumadathil House Mathai Manjooran Road, Pachalam,
St Joseph School,
Ernakulam-682012,
Kerala.
Tel# 91-9447260110

Dear Parvathy Harish,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184512490

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Parvathy Harish
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



sset last name <sset@scmsgroup.org>

Fwd: RE : QuEST 2020 placements

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Sep 3, 2019 at 11:04 AM

----- Forwarded message -----

From: **BeautlinP** <Beautlin.P@quest-global.com>
Date: Tue, Sep 3, 2019, 10:56 AM
Subject: RE : QuEST 2020 placements
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Dear placement officer !!

Greetings from QuEST Global !!

We are pleased to associate with your institution for placements for the year 2020.

We are commencing our campus hiring for 2019-2020 batch .

As the Placement drive is planned as a Pooled drive .**FISAT** will be the host college.

We are planning to schedule the drive on **20th September** please confirm whether it would be fine to go ahead .Please book your calendar .

On the same note , Requesting you to send over the student base as on before Friday

Online Exam will be scheduled one day prior to the placement drive .

Below is the details of eligibility criteria :

Job description for the candidates will be :

JOB TITLE : TRAINEE ENGINEER

LOCATION : Anywhere in QuEST offices

Eligibility Criteria

-

Degree : B-Tech

10th 12th :- 60% throughout

Degree – 65% (with no standing arrears).

Branch – CSE,EEE,ECE,IT

CTC - 3.1 LPA

Please make sure the candidates appearing for recruitment process should not have any backlog until S6 .

Accordingly, Please share the student data base ASAP .Attached is the template for sharing student details .PFA

Looking forward to hear from you !! Thanks for the support .

Regards,

Beautlin

Regards,

Beautlin Sheyo.P

University Relations and Development (India)

QuEST Global

QuEST Tower ,Technopark campus,

Trivandrum-695581

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TEMPLATE.xlsx

9K

SSET <sset@scmsgroup.org>

Thu, Sep 5, 2019 at 1:29 PM

To: BeautlinP <Beautlin.P@quest-global.com>, Placement Cell - FISAT <placements@fisat.ac.in>

Cc: bejoyvarghese@fisat.ac.in

Dear Sir/Madam,

Thanks for the invitation extended to us this year too. As per the mail, attached herewith the filled template of our 125 candidates for the drive to be conducted by your esteemed organization on 19th and 20th September 2019.

Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

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sset last name <sset@scmsgroup.org>
Draft To: "Asha Prabhakaran E." <ashaprabhakaran@scmsgroup.org>

Tue, Sep 21, 2021 at 1:08 PM

[Quoted text hidden]



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sset last name <sset@scmsgroup.org>

Register for Quest Global recruitment drive

5 messages

SSET <sset@scmsgroup.org>

Wed, Sep 4, 2019 at 9:15 AM

Bcc: Aanand Hari <aanandhari12@gmail.com>, aaronfernz@hotmail.com, abdulsamadsait07@gmail.com, abhijithanilkumar1801@gmail.com, abhijith.anil@gmail.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Adarsh Viswanath <adarshviswanath1998@gmail.com>, aiswaryavinod066@gmail.com, Ajay KS <ajayks1729@gmail.com>, akshayajith9981@gmail.com, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, amelindenny@gmail.com, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Ann Maria <annmaria1419@gmail.com>, Anson Pinhero <ansonpinhero@gmail.com>, anwindavid@gmail.com, Arjun Ghosh <ghosharjun23@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, ashilshanavas@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, athuks.plm@gmail.com, athiratheres97@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, kumarathul63@gmail.com, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, Bhavya Vijil <bhavyavijil@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Chaithra Cv <cvchaithra50@gmail.com>, CHINMAY KRISHNA <chinmaykrishnas@gmail.com>, CHRISTINA ROSELINE <xinarose123@gmail.com>, David Paul <davidpthavoo@gmail.com>, diya kd <diyakd1998@gmail.com>, fasnafas1247@gmail.com, Ganesh Babu <gbabu387@gmail.com>, gayathri98@gmail.com, gayathri mulloth <gayathrimulloth789@gmail.com>, Gokul Das <gokuldas1303@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, gopikavgk@gmail.com, hudaif747@gmail.com, Isham Mohamed <mail.to.isham@gmail.com>, Jackson K George <jacksonkgeorge28@gmail.com>, JJ innovationz <jerinjoseputhussery7@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirthi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, "Akarsh .M" <akarsh2868@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, falahyusufhamza@gmail.com, gnaijith78@gmail.com, Namisha Nazeer <namisha123@gmail.com>, Nandu Shaji <nandushaji099@gmail.com>, Navaneeth Asok <asok.navaneeth@gmail.com>, navya shali <navyashali1@gmail.com>, nidhunaacheriyedath@gmail.com, Nikil S Kumar <nikilskumar4444@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pranavprakash997@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, Prashant G <prashantganesh007@gmail.com>, rajathomasm734@gmail.com, rajathomas734@live.com, Richu Sabu <richusabu254@gmail.com>, rifas muhammed <rifasmuhammed007@gmail.com>, risa shereen <risasherinc@gmail.com>, Rosemary Chakiath <rosemarybinny246@gmail.com>, rose mary joy <rosemaryjoy1997@gmail.com>, Rose Mathew <rosemathew1998@gmail.com>, roweenajames7572@gmail.com, sajiniastalin007@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, sara abraham <sara.abraham12@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Sebin Ignatius <sebinignatious@gmail.com>, Shamil p <shamilp619@gmail.com>, Sherin Philip <sherinphilip3@gmail.com>, shwe jacob <shwejacobs@gmail.com>, Sibin Varghese <sibinvarghese1@gmail.com>, sidharthk97india@gmail.com, rejikumarsilpa6@gmail.com, Sreelakshmi Prasad <sreelakshmiPrasad77@gmail.com>, Sreelekshmi S <sreelekshmisreelechu@gmail.com>, Arun L <arun.lsubramanian@gmail.com>, thusharapt1997@gmail.com, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, Vishal M Nair <mnvishal25@gmail.com>, vishnuramesh19@gmail.com, vivekcvarghese123@gmail.com, Abhilash Aravath <abhiaravath3@gmail.com>, tintu.abhi@gmail.com, aishwarya nair <aishwarya.nair98@gmail.com>, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpspunnalath@gmail.com>, ashiksalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, ancijajohny1998@gmail.com, aneenaaneer@gmail.com, ANJUSHA FRANCIS <jesanjushafrancis@gmail.com>, ANNMARY JOSE <annmaryjose1999@gmail.com>, Ann Rose Paiva <annrosepaiva@gmail.com>, anoojabenny15@gmail.com, arjun gosh <arjungosh6@gmail.com>, aswathy.nair30111998@gmail.com, athiraanilkumar60@gmail.com, Athul Antony <athulantony23@gmail.com>, ayanaappengal@gmail.com, chinjupaul6@gmail.com, christinemathewvm@gmail.com, chaithanyavikraman19@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyarockz8299@gmail.com>, rizafathimaka@gmail.com, shirinsunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, geswinbabu98@gmail.com, hafismukalel@gmail.com, Jayashyam Jp <jayashyamjpvs@gmail.com>, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpi55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnair98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, Nourin Nooruddeen <anfusnifu@gmail.com>, Preethy Somarajan <preethys98@gmail.com>, reshprkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, Sangeeth Sg <sangeethsg1011@gmail.com>, sarathjoseph65@gmail.com, shruthi nair <shruthisn98@gmail.com>, spsivanperumal@gmail.com, Sreelakshmi Sukumaran <sreelakshmi.sukumaran@gmail.com>, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, ais861998@gmail.com, AJIN P THOMAS

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1K **image004.png**
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SSET <sset@scmsgroup.org>
To: Kannan.GS@quest-global.com

Sun, Jun 28, 2020 at 11:32 PM

Dear Sir,

As per the trailing mail, we were informed that the following 4 students offers are valid from your end, from the total of 11 provisionally earlier selected students from our institution.

Student name	Email
<u>Laya Prathap</u>	layaprathap123@gmail.com
<u>Gayathri Jayakumar</u>	gayathri98@gmail.com
<u>Risa Shekeen</u>	risasherinc@gmail.com
<u>Mohammad Fallah</u>	falahyusufhamza@gmail.com

As per your mail, the above four students -Ms. Laya Prathap, Ms. Gayathri Jayakumar, Ms. Risa Shereen and Mr. Mohammed Falah, have expressed their willingness to join your esteemed organization.

It may kindly be noted that the final year university examinations scheduled during July 2020 are postponed due to the present Covid scenario and the finalized dates of the same are yet to be declared.

Kindly intimate further details of the same.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

----- Forwarded message -----

From: **University.Relations** <university.relations@quest-global.com>

Date: Fri, May 29, 2020, 3:44 PM

Subject: QuEST Global - Updates on Campus Selects

To: ssset@scmsgroup.org <ssset@scmsgroup.org>, varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Cc: Karthika Sreelatha <Karthika.Sreelatha@quest-global.com>

Hello,

Hope you are doing well and keeping safe.

Over the past few weeks, we have been witnessing unprecedented damage and untold misery to mankind all across the world. Thousands of people have lost their lives all over the world. While there is a lot more uncertainty to this dangerous pandemic humankind has ever witnessed, one thing we are all certain is that life is never going to be the same again in the foreseeable future.

Unfortunately, the virus has impacted the lives of people around the world, it is also impacting businesses on a massive scale. QuEST too has not been immune from the impact. Some lines of our business have been impacted and we have taken tough decisions such as suspending major hiring, managing costs, and optimizing the workforce. We also have re-prioritized our plans for the year, and currently we are focusing on doing what it takes to successfully maneuver through this crisis.

After careful assessment of the current business challenges, we regret to inform you that we are unable to honor the Offer of Employment made to you previously. The position for which they were interviewed and selected, has been put on hold until further notice.. However, we are in the process of putting together training content that will make them industry ready and help secure their future employment. Details of the same will be shared with them a little later.

We want you to know that if the business situation changes in the future, first employment preference will be given to them, should they choose to work with us.

We request your understanding at this time, and hope to welcome the candidates to the QuEST family in the future.

Please email us if you have any questions. Stay Safe!

The students that we will be going ahead with:-

Student name	Email
Laya Prathap	layaprathap123@gmail.com
Gayathri Jayakumar	gayathri98@gmail.com
Risa Shekeen	risasherinc@gmail.com
Mohammad Fallah	falahyusufhamza@gmail.com

Intent to offer Employment

Dear Avin M S,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
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For QuEST Global

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Compensation & Benefit Details

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Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

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*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Chaithra C V,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

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Intent to offer Employment

Dear Gayathri Jayakumar,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

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Intent to offer Employment

Dear Mohammed Falah Yusuf Hamza,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

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Intent to offer Employment

Dear Risa Shereen,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

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Intent to offer Employment

Dear Rose Mathew,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

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Intent to offer Employment

Dear Jayashyam J,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

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Intent to offer Employment

Dear Preethy Somarajan,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

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Intent to offer Employment

Dear Anwin Francis,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

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Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear *Aravind Prathap*,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.54 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 85% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

AP
15/11/2019

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of Intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupons	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	1,155	17,560
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	10,405	244,860
Retirement Benefits		
(J) PF	1,400	21,600
(K) Gratuity	712	8,568
(L) RETIREMENT BENEFITS : (L = J+K)	2,112	30,168
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = J+L+M+N)	25,000	300000
Other Benefits		
(P) Shift Allowance ***		54000
(Q) TOTAL COST TO COMPANY (TCC) : (Q = O+P)		354,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QUEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.



Intent to offer Employment

Dear Laya Prathap N,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Sanjay Shaji,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.



sset last name <sset@scmsgroup.org>

Recruitment of IBS @ FISAT on 6 Sep 2019

7 messages

Placement Cell FISAT <placements@fisat.ac.in>
To: Bejoy EC FISAT <bejoyvarghese@fisat.ac.in>
Bcc: sset@scmsgroup.org

Thu, Aug 29, 2019 at 12:06 AM

Dear Sir,
Please note that the screening test for the IBS recruitment process will be held at our campus on 6 Sep 2019. Your campus is also included. Please share the list in the attached format before 10AM on Friday, 30 Aug, 2019, positively. Please reply to this mail without changing the subject line. DO NOT change the format.

Eligibility criteria:

2020 Batch Only

Ø 70% aggregate score in 10th and 12th (Don't round of %)

Ø B Tech 7.4 CGPA till last semester. (Don't round of %)

Ø Back papers – No back papers for any students.

Ø Branches – IT/Computer Science, ECE and (Mechanical Engineering –

If they are interested to do software job) (No other branches will be included)

Thanks & Regards,

--

Unni Kartha G
Placement Officer
Federal Institute of Science and Technology (FISAT)
Hormis Nagar | Mookkannoor P O | Angamaly
Kerala | Pin 683577
Ph : 0484 2725 275
Mob: 098463 87772
Email: placements@fisat.ac.in | unnikartha@gmail.com

**Template_Fisat_6 Sep 2019.xls**

27K

SSET <sset@scmsgroup.org>

Thu, Aug 29, 2019 at 2:43 PM

To: Placement Cell FISAT <placements@fisat.ac.in>

Cc: bejoyvarghese@fisat.ac.in, Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Thanks for the invitation extended to 2020 batch students too. As per the mail, attached herewith the filled template of our candidates for the drive to be conducted by IBS on September 6, 2019.

Kindly intimate further details of selection process

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]



Template_Fisat_6 Sep 2019.xls
75K

Placement Cell FISAT <placements@fisat.ac.in>
To: SSET <sset@scmsgroup.org>

Thu, Aug 29, 2019 at 9:40 PM

Dear Sir,
Thank you for the list. Only test will happen on 6th. The reporting time shall be informed later.
warm regards,
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Placement Cell FISAT <placements@fisat.ac.in>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Aug 30, 2019 at 3:43 PM

Dear Sir,

Thanks for the details. Kindly find the attached list with two more additional candidates (Sl. No. 70 and 71 in the sheet) for the drive to be conducted by IBS on September 6, 2019.

Hope you will do the needful.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]



Template_Fisat_6 Sep 2019.xls
78K

Placement Cell FISAT <placements@fisat.ac.in>
To: SSET <sset@scmsgroup.org>

Fri, Aug 30, 2019 at 3:46 PM

Dear Sir,
Thank you for the update. We shall confirm this after checking with them.
warm regards,
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Placement Cell FISAT <placements@fisat.ac.in>

Thu, Sep 5, 2019 at 10:52 AM

Dear Sir,

Request you to forward the attached list of candidates with updated mail ids of Sl. No. 26,31 and 39, in the attached sheet, as their previous mailed ids are not working, for the IBS online test scheduled on 17th September 2019.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>
[Quoted text hidden]



Template_Fisat_6 Sep 2019.xls
85K

sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Sat, Sep 11, 2021 at 5:12 PM

[Quoted text hidden]



Template_Fisat_6 Sep 2019.xls
27K

Final Selects to IBS Software Private Limited

No	Name of Candidate	Branch	College
1	KARTHIK RATESH	ECE	ADISHANKARA INSTITUTE OF ENG. & TECH
2	SONIA URUMESE	CSE	"
3	HARIHARAN M	ECE	"
4	KARTHIKA VENUGOPALAN	CSE	"
5	SREELAKSHMI RAMACHANDRAN	CSE	"
6	NILYA THOMAS	IT	"
7			
8			
9	GOPIKA V	CSE	SAMS School of Eng & Techn.
10	ANJUSHA FRANCIS	ECE	"
11	AKSHAY ASITH	CSE	"
12	ANAND RAGEEV	ME	"
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			

We are pleased to inform that the above mentioned students have been selected to IBS Software Private Limited after the recruitment drive conducted at FISAT, Angamaly on 25th Oct 2019.
 Congratulations and thank you for the support extended during this recruitment drive.

For IBS Software Pvt Ltd.


 Human Resources

Date: 04-Feb-2020

Anjusha Francis
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Anjusha Francis,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated after April 2020.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Special Allowance	12,550
4.	Food Vouchers	1,050
5.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
6.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

Akshay Ajith
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Akshay Ajith,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated after April 2020.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Special Allowance	12,550
4.	Food Vouchers	1,050
5.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
6.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

ANAND RAJEEV
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear ANAND RAJEEV,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated after April 2020.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Special Allowance	12,550
4.	Food Vouchers	1,050
5.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
6.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

Gopika V
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Gopika V,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated after April 2020.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Special Allowance	12,550
4.	Food Vouchers	1,050
5.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
6.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

Nikil S Kumar
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Nikil S Kumar,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated after April 2020.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Special Allowance	12,550
4.	Food Vouchers	1,050
5.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
6.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.



sset last name <sset@scmsgroup.org>

Fwd: Cognizant 2020 Batch Guidelines for Combined Campus Recruitment : Zone Kochi : Rajagiri School Of Engineering

8 messages

Varun Jose <cr.rajagiri@gmail.com>

Fri, Oct 4, 2019 at 5:20 PM

To: Placement Cell - RSET <pc.rajagiri@gmail.com>

Bcc: sset@scmsgroup.org

Cognizant pool campus drive for 2020 Batch
Date : 09-10-2019 (Wednesday)
Plz send the list by 6-10-2019 in the attached format.

Cognizant

Combined
campus hiring
Batch of **2020**

Greetings!

As a Fortune 200 company, we are constantly innovating to find the next big solution using technology. To enable this, we need passionate individuals who can help us leapfrog our way into the future. We are focused on understanding challenges, aware of opportunities and driven to find the right opportunities for our talent.

Cognizant is privileged to be part of your esteemed institution's campus recruitment program for the batch of 2020. Please note that as per the Cognizant campus hiring process, your students will have to meet the eligibility criteria listed below.

Eligibility Criteria - 2020 Batch

- 2020 BE / B. Tech / ME / M. Tech degree students belonging to CSE / IT / ECE / EEE / EIE / E&E / Applied Electronics / Computer & Technology / Electrical / ETE / ICE / Software/Mechanical Engineering (Full Time only)
- Consistent academic record of minimum 60% in X, XII, Diploma, UG & PG (all subjects taken into consideration) calculated as below

Student Information

- Students must carry the following for the recruitment Process – University ID card, 2 Recent PP size photographs (both ears visible in light background), Resume (max of 2 pages), all academic mark sheets & certificates (original & 1 Photocopy) for verification

- Aggregate% = sum of all subjects' marks scored / total no. of subjects (as of last semester result declared)
- No standing arrears in current education
- Maximum 2 years gap in education
- At the time of joining, all recruits will need to have a minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears
- Any student who has applied and is waiting for re-evaluation would be considered only with the initial results declared
- Appropriate CGPA to % will be considered as per University norms
- Strong written and communication skills
- Open only to Indian nationals
- Suitable candidates must be flexible to relocate to anywhere in India or work in any shift / domain as this will be determined based on business demand

Selection Process

As part of our selection process, we will conduct an online test covering Analytical, Verbal and Programming modules. Shortlisted students will be invited for two rounds of personal interviews (Technical and HR)

- Students must carry 1 Photocopy of their PAN Card, Aadhaar card and Passport (front & back page)
- Colleges need to authenticate the % of the candidates, via the college administration department records prior to the registering them for recruitment process
- Please ensure that only those students who meet our criteria appear for the Cognizant Placement process
- At the time of joining, all recruits need to have minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears

Time lines:

Cutoff date for data base sharing : Sat, 05th Oct 2019

Auto proctored online aptitude test :09th & 10th Oct 2019

Level of Hire & Other Details

Designation: Programmer Analyst Trainee

Compensation: INR 4,00,000 per annum

Disclaimer:

- Cognizant strictly prohibits payment of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to TAGCompliance@Cognizant.com
- If you encounter anyone who claims to offer a job at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make.
- We recommend that you do not respond to spam emails/ dubious messages. Ensure not to disclose your personal or financial details to anyone you do not know. If you do receive such mails—claiming to come from Cognizant—please notify us at TAGCompliance@Cognizant.com


- Please report any phishing attempt to CSIRT@Cognizant.com
- To ascertain that you are receiving an official call from Cognizant, please ensure you collect the recruiter's details (full name; employee ID; and mobile number) during the call.

Please find attached, the guidelines pertaining to Auto Proctoring Test and Organizing Combined Campus Recruitment Drive & Database Collation process to nodal office.

Team Cognizant

2019 Cognizant. All rights reserved.

2 attachments

 **Guidelines for SLPP.pdf**
806K

 **2020 Batch Students Master Template CTS.xls**
50K

SSET <sset@scmsgroup.org>

Sat, Oct 5, 2019 at 9:05 AM

Bcc: abhijithanilkumar1801@gmail.com, abhijiths13@yahoo.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, MASS Media <anandhu070@gmail.com>, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, Ashna Parveen <ashnaparveencs@gmail.com>, ashwin K a <ashwin7pascua@gmail.com>, athuks.plm@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, CHRISTINA ROSELINE <xinarose123@gmail.com>, diya kd <diyakd1998@gmail.com>, fasnafas1247@gmail.com, gayathri mulloth <gayathrimulloth789@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirthi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, Nandu Shaji <nandushaji099@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, rifas muhammed <rifasmuhammed007@gmail.com>, roweenajames7572@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Shamil p <shamilp619@gmail.com>, Sibin Varghese <sibinvarghese1@gmail.com>, rejikumarsilpa6@gmail.com, Arun L <arun.lsubramanian@gmail.com>, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, vishnupriya8017@gmail.com, vivekcvarghese123@gmail.com, niyasm51@gmail.com, tintu.abhi@gmail.com, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpunnalath@gmail.com>, akhilsalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, ancyajohny1998@gmail.com, aneenaaneer@gmail.com, Ann Rose Paiva <annrosepaiva@gmail.com>, arjun gosh <arjungalosh6@gmail.com>, aswathy.nair301198@gmail.com, aswathysujatha98@gmail.com, Athul Antony <athulantonny23@gmail.com>, ayanaappengal@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyarockz8299@gmail.com>, shirinsunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, hafismukalel@gmail.com, hari.krishnan412@gmail.com, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpj55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajna98@gmail.com, merinappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, Nourin Nooruddeen <anfanfanfu@gmail.com>, reshpkkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, sharathjoseph65@gmail.com, spsivanperumal@gmail.com, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, AJIN P THOMAS <ajinp1998@gmail.com>, akhineshk777@gmail.com, akshay Dhanesh <akshaydhanesh121@gmail.com>, Alen Jacob <alenkotkar@gmail.com>, anaghaanil07@gmail.com, anjualbert1998@gmail.com, arathips004@gmail.com, Aravind Prathap <aravindprathap06@gmail.com>, achu10cr7@gmail.com, Arun Shaji Abraham <arunsa238@gmail.com>, Aswin Unnithan <aswinunnithan@gmail.com>, Athul Biju <athul.98@rediffmail.com>, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, Jeffin Jose <jeffinjose05@gmail.com>, jeswinsteephenn97@gmail.com, jibin thomas <jibinthomas680@gmail.com>, JOE JOSEPH NELSON Nelson <joejoseph.nelson47@gmail.com>, lakshmi11091997@gmail.com, limshashaju1998@gmail.com, Rafeeqe Ibrahim thoppil <rafeeqe97emj@gmail.com>, Nidhal Nazar <nidhalnazar80@gmail.com>, rajathpramod@gmail.com, Ramees Salim <salim.ramees@gmail.com>, rinsa.rinu723@gmail.com, robin08021998@gmail.com, "Salini Menon K.P" <salini0025@gmail.com>, sanjay vinu <sanjayvinu9@gmail.com>, "Shaheen .T.R" <123shaheentr@gmail.com>, Shimnaak Ak <shimnaak21@gmail.com>, shyam krishnan <shyamkrishnan23@gmail.com>, mrsreedevi8@gmail.com, sreelekshmija1997@gmail.com, Sruthila asokan <sruthilaasokan@gmail.com>, swathyrajeevpilm@gmail.com, Tony Tomy <tonyvelyathuparambill@gmail.com>

Dear Students,

28-Jan-2020

Dear Akhil Rajesh,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000788

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Akhil Rajesh	Designation:	Programmer Analyst Trainee
--------------	--------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Aswathy K P,
B.Tech/B.E., Electronics and Communication Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000508

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Aswathy K P	Designation:	Programmer Analyst Trainee
--------------	-------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Athul Manoj M,
B.Tech/B.E., Mechanical Engineering
SCMS School of communication and Technology



Candidate ID – 14000661

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Athul Manoj M	Designation:	Programmer Analyst Trainee
--------------	---------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
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- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Charan R,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000806

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Charan R	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Edwin Rapheal,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000665

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

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- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Edwin Rapheal	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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28-Jan-2020

Dear Gayathri M,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 14075406

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Gayathri M	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
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	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
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28-Jan-2020

Dear Harish G,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000756

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

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- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Harish G	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
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28-Jan-2020

Dear Muhammed Raihan,
B.Tech/B.E., Mechanical Engineering
SCMS SCHOOL OF ENGINEERING



Candidate ID – 14000785

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Muhammed Raihan	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
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28-Jan-2020

Dear Pranav Krishna K A,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000762

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Pranav Krishna K A	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
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28-Jan-2020

Dear Prayag S B,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000709

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Prayag S B	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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6	Advance Statutory Bonus***	2000	24,000
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28-Jan-2020

Dear Rohith Krishna,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000771

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Rohith Krishna	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
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As an associate you are also entitled to the following additional benefits:

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28-Jan-2020

Dear Shone Antony,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000669

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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Please note

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Shone Antony	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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As an associate you are also entitled to the following additional benefits:

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28-Jan-2020

Dear Sabin Varghese,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000780

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Sibin Varghese	Designation:	Programmer Analyst Trainee
--------------	----------------	---------------------	----------------------------

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1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
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sset last name <sset@scmsgroup.org>

Sutherland Campus Invite - SCMS School of Engineering and Technology!

1 message

ChandraShekhar G3 <ChandraShekhar.G@sutherlandglobal.com>

Tue, Jan 14, 2020 at 4:40 PM

To: SSET <sset@scmsgroup.org>

Cc: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Dear Mr. Varun,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at www.sutherlandglobal.com,

and follow us on FB www.facebook.com/SutherlandGlobalServicesIndia/

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive on the **15th Jan'20** at your esteemed institution.

-

Pre-requisite

-

Graduates/ Three year Diploma Holder
Basic computer knowledge in Hardware, Operating Systems and Networking
Aptitude for troubleshooting Desktops/ Laptops
Excellent spoken and written English communication skills
Open to work in Rotational shifts

Work Location	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Airoli)
Salary	Up to 2.50 L (Fresher's)

-

Interview process

Presentation	A presentation on Sutherland - 40 to 45 mins
Non-voice Screening	Essay writing
Initial Screening	JD/ one on one conversation in batches of 20 - 25 students - approx 45 mins per batch
Communication Assessment	Telephonic interview for those who cleared initial screening - 10 to 15 mins per candidate
HR Interview	Candidates clearing communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. **An auditorium with LCD Player** (For the Presentation)
2. **Audio & Video system** (to play videos)
3. **Printouts of non-voice assessment sheet for all participating candidates** (attached word file)
4. **Classrooms** (For initial screening)
5. **Database of eligible candidates**(Use preferably the format shown in the attached excel file)

Regards,



Chandra Shekhar G

Director & Head, Graduate Campus Hiring

SUTHERLAND

M: +919566032427 **E:** chandrashekhar.g@sutherlandglobal.com

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

2 attachments



Campus Non-Voice Sheet.docx

13K



Final Year Data Base.xlsx

15K



sset last name <sset@scmsgroup.org>

Follow up details of Sutherland - Campus recruitment

1 message

SSET <sset@scmsgroup.org>

Sat, Jun 27, 2020 at 2:47 PM

Bcc: abhijiths13@yahoo.com, athuks.plm@gmail.com, Aziya Tabassum <aziya.tabassum@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, Harshith S <hr00019@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, rifas muhammed <rifasmuhammed007@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, tintu.abhi@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnaair98@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, reshpkkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, spsivanperumal@gmail.com, vismayanair2025@gmail.com, anaghaanil07@gmail.com, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, "Salini Menon K.P" <salini0025@gmail.com>, sreelekshmija1997@gmail.com, swathyrajeevpilm@gmail.com, amalkrish11na@gmail.com, appukshaji132@gmail.com, Arjun G Nair <arjungn3@gmail.com>, binil2407@gmail.com, Harikrishnan PR <harikrishnanpr14@gmail.com>, Rayan Joseph Jaise <rayanjaise@gmail.com>, arundhathisnair98@gmail.com, ayishaashraf03@gmail.com, drishyajolly8@gmail.com, jamshyazeez18@gmail.com, kavya.kuttan20@gmail.com, Krishnadev Vinod <kichuvinod01@gmail.com>, tamim0010@gmail.com, Saran R Nair <saranrnair@gmail.com>

Dear Students,

Please find the below mail regarding the follow up details of Sutherland offer extended to you. If you didn't receive the call from Sutherland, even after completing your final university examinations, you can contact Ms. Silviya for any further clarifications,

Moreover, once you receive the joining date and joining letter, must share the same with sset@scmsgroup.org, without fail.

Thanks and regards

Sujitha Vinod
Secretary Placements
SCMS School of Engineering and Technology

----- Forwarded message -----

From: **Silviya T**
Date: Fri, Jun 26, 2020 at 2:54 PM
Subject: Sutherland - Campus recruitment
To: <sset@scmsgroup.org>

Hi,

I hope this email finds you safe and healthy.

We will be considering the further formalities of the shortlisted students after their completion of examinations.

Please do inform the **students that they will be receiving a call post completion of their examination**. You can also share my **contact details** mentioned below with them;

Mobile Number -9495295759

Thanks & Regards,
Silviya T
Talent Acquisition
Sutherland



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SBET**

Date : **15-01-2020**

Dear **AYISHA ASHRAF - CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date : **15-01-2020**

Dear **JAMSHY AZEEZ -CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No : +91 44 4200 7864
CIN:U72200TN2000PTC045578



PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15-01-2020

Dear KAVYA P - CE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No. 16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4200 7884
CIN:U72200TN2000PTC045578

Date:05-10-2020

Welcome Note

Dear **Ms. Meera R Nair**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

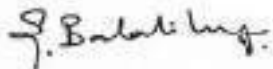
To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Date: 05-10-2020

To,
Ms. Meera R Nair,
Empcode -1459282

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Associate, for a fixed period of employment, on the following terms and conditions:

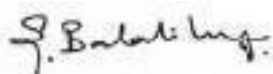
1. Your contract of employment shall be valid for a period of 6 months from 26-09-2020 to 25-03-2021. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time.
6. You will be covered under a Medical Insurance upto 100000 per annum and Group Accident Insurance Scheme of 200000 & Group Terms Life Insurance of 0. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy,during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Sutherland Global Services Pvt Ltd. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 15 days notice in writing or salary in lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Acceptance:

I Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Date: 05-10-2020

Ms. Meera R Nair,
Empcode -1459282

DEPUTATION LETTER

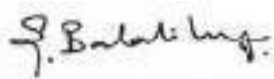
Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Sutherland Global Services Pvt Ltd with effect from 26-09-2020 at their KOCHI office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 26-09-2020, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from Sutherland Global Services Pvt Ltd and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Sutherland Global Services Pvt Ltd.
5. You shall be bound to follow the working hours of Sutherland Global Services Pvt Ltd.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside Sutherland Global Services Pvt Ltd and use such information only in connection with the service provided to Sutherland Global Services Pvt Ltd.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Sutherland Global Services Pvt Ltd. This arrangement is purely a contractual agreement between Randstad and Sutherland Global Services Pvt Ltd for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Sutherland Global Services Pvt Ltd or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Sutherland Global Services Pvt Ltd entrusted to you in the due discharge of your duties and shall indemnify Sutherland Global Services Pvt Ltd when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Schedule A

Assignment Details of Meera R Nair

Name	Meera R Nair
Client Name	Sutherland Global Services Pvt Ltd
Place of Deputed	KOCHI
Designation	Associate
Start date of Assignment	26-09-2020
End date of Assignment	25-03-2021

Annexure 1: Salary Break - Up Details

Component	Monthly	Yearly
Basic	6,630.00	79,560.00
House Rent Allowance	2,652.00	31,824.00
Statutory Bonus	583.00	6,996.00
Child Education Allowance	200.00	2,400.00
Driver Salary	795.00	9,540.00
Vehicle Reimbursement	2,400.00	28,800.00
Gross Salary	13,260.00	159,120.00
Employer's Contribution to ESI	431.00	5,172.00
Employer's Contribution to EPF	1,203.00	14,436.00
Insurance	86.00	1,032.00
CTC (Cost to the company)	14,980.00	179,760.00
Employee's Contribution to EPF	1,203.00	14,436.00
Employee's Contribution to ESI	100.00	1,200.00
Net-Take Home	11,957.00	143,484.00

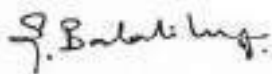
Rs.3000/- towards retention bonus on completion of 5 months contract

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By



Authorized Signatory
Balakrishnan S
Head - HRSSC

Meera R Nair

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

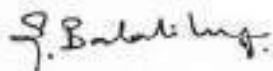
General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices or send an e-mail with scanned copy of the proofs mentioned to flexicare@randstad.in mentioning "bank account details" in the subject line of the mail.
3. You will have to provide your PAN card details within 15 days of your date of joining
 - a. In case, you don't have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
 - b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, regarding the same you can send an email to flexicare@randstad.in referencing your RIPL employee ID.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accept or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstad's Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are redeployed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to your work

Registered Office :

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www.randstad.in

in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.
4. Understand accident report procedures at your work site.
5. Always let someone know, where you are going and your expected time of return.
6. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

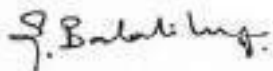
As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. To stop working and leave the area if you think you are in danger.
4. To inform your employer about health and safety issues or concerns.

Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.
2. Do not overload electrical outlets.
3. Do not expose electric conduits/plugs/sockets to water.
4. If your work requires you to lift weight frequently, understand load management procedures at work.
5. Do not operate machinery unless you have been trained and authorized to do so.
6. Never throw anything from any height.
7. If you use tools as part of your work use only the right and authorized tools.
8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.
9. Cooperate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

CODE OF CONDUCT

This Code of Conduct describes and summarizes the standards of business conduct for Randstad and also highlights the importance of ethical value in conducting the business affairs of Randstad.

Randstad would also review all applicable Randstad policies and procedures from time to time. This Code of Conduct is subject to modification. It may be updated as and when needed and the employee hereby agrees to accept the terms of such revised documents.

The Employees of Randstad are expected to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct. The honest conduct would be a conduct that is free from fraud or deception. Interactions with the clients, candidates, co-employees and any other individual shall be conducted in accordance with the standards mentioned.

It is the policy of the Company to conduct all of its business in an honest and ethical manner. In doing business anywhere in the world, neither the Company nor any employee or an entity associated with the Company shall offer, pay, promise, authorise or receive any bribe or other illicit payment or benefit in violation of any of the Anti-corruption Laws of the Country or the anti-corruption laws of any other nation in which the Company does business or renders services. This shall form part of the Company's Code of Conduct and Business Ethics.

The Employee agrees that he/she shall devote his/her full attention to the activities of Randstad and shall not, either during the term of the Employment or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by Randstad. The Employee further agrees that at any time during the subsistence of the Employment or for a period of six months subsequent thereto, the Employee shall not offer employment or consultancy or otherwise solicit the Employees of Randstad to work with him/her or any employer where he or she is employed.

It is not practical and possible to list all situations in which conflict of interest may arise, however, following examples of situations, which may constitute a conflict of interest, are provided for your perception regarding the nature and scope of the term a conflict of interest:

1. Engaging in any activity that interferes with your performance or responsibilities to Randstad
2. Accepting simultaneous employment with a Randstad supplier, customer, developer or competitor or taking part in any activity that enhances or supports a competitor's position
3. Conducting the business of Randstad with relative or with a business in which a relative is associated in any significant role
4. Accepting any offer, payment, promise to pay, or authorisation to pay any money, gift or anything of value from customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision, any act or failure to act, any commitment of fraud, or opportunity for the commission of any fraud.
5. Competing, directly or indirectly, with Randstad for the purchase or sale of the property, products, services or other interest. This Code of Conduct is part of the Corporate Governance of Randstad which extends equal opportunities to men and women at work, adhering to all legal compliances. Randstad's policy of transparency among employees are enabled through various HR practices including appraisals and performance evaluation, with adequate health and safety policies in place protecting the employee and the environment with a spirit of working together for the National interest.
6. You will be eligible for leave as per the client's company policy, during the period of your contract of employment.
7. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

Protection Of Confidential Information

All confidential information must be used for the purposes of Randstad. All Employees of Randstad must protect and respect the Intellectual property rights including the intellectual property rights of the clients of Randstad. Any violation of the intellectual property rights of any of the third parties in the capacity of a employee of Randstad shall be treated as illegal and shall be subject to legal action. The obligation to safeguard the proprietary and confidential information continues to exist even after leaving the employment of Randstad. Each of the Employees has liability to return all corporate confidential information in possession while leaving Randstad. They shall not be destroyed by any employee even while leaving Randstad, which shall amount to infringement of the Intellectual property rights of Randstad.

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Protection And Use Of Randstad's Assets

All Employees are responsible for protecting and for appropriate use of the assets of Randstad. The Employees must safeguard the assets of Randstad against loss, damage, misuse or theft. Any violation of this aspect of the code will subject to the disciplinary action up to and including termination of the employment or business relationship. The assets of Randstad including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of Randstad, hardware and software and all other electronic communication devices, must be utilized in legal, ethical and appropriate manner. Unauthorised usage of Randstad's assets to deal with any illegal transaction shall be subject to legal action.

Protection And Use of the Client's Assets

All Employees are responsible for protecting and for appropriate use of the assets of the client where the Employee is stationed. The Employees must safeguard the assets of the client against loss, damage, misuse or theft. The assets of the Client including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of the Client, hardware & software and all other electronic communication devices, must be utilised in legal, ethical and appropriate manner. Further, the Employee shall refrain from any unauthorised use, access, disclosure, alteration and/ destruction of information systems including but not limited to CV database, CV database, client's JD/JS details, client's CTC policy and break-ups, and any other confidential information, written or oral, whether or not, specified explicitly by the Client.

Employee Developments

The Employee agrees to communicate to Randstad as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with Randstad and for a period of 1 [one year] thereafter for the purpose of determining Randstad's rights in such Employee Developments.

press releases

The Employee shall not put out any press or other media release or make any public announcement or statement relating in anyway to the business of the Client/Randstad, the activities of the Client/Randstad and for such other information without the prior written consent of the authorised personnel.

Disciplinary Actions

It is expected from all Employees covered under this Code of Conduct that they will adhere to the principles and rules laid down in this code. The appropriate disciplinary action will be taken against the delinquent Employee who is found to violate these principles and policies or any other policy of Randstad. The disciplinary action may include immediate termination of employment, appropriate legal action or severing of business relationship at Randstad's sole discretion. Randstad will recover any loss suffered by it due to violation of the provisions of this code by any delinquent in legal manner. All Employees are encouraged to report any suspected violation promptly.

(The Employee)
By

.....
Name
Meera R Nair
Title
Associate
Witness

(Randstad India Ltd.)
By

.....
Name
Balakrishnan S
Title
Head - HRSSC
Witness

Registered Office :

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Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
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Non-Disclosure Agreement

This Non-Disclosure Agreement is made and entered on this 26-09-2020 day of 2020 at KOCHI by Mr/Ms Meera R Nair Son/Daughter of Rajeevalochanan E P aged about 22 years and residing at Edakala House, Elenthikara P O Ernakulam District, 683594 Kerala, Kerala, 683594 hereinafter referred to as employee.

To

Randstad India Ltd. a company incorporated under the Companies Act, 1956 and having its registered office at Old No.5&5A, No.9, Pycrofts Garden Road, Nungambakkam, Chennai - 600 006, Ph: 044-6622 7000

WHERE AS

Randstad India Ltd. is a subsidiary of Randstad Holding NV, Netherlands and includes its other subsidiaries like Randstad Executive Search Ltd, Minvesta Infotech Ltd in India and such other Foreign Subsidiaries across the globe. This NDA is intended to maintain the confidentiality of all such confidential information available to all the EMPLOYEES of the Group. Essentially this NDA applies to whichever Group of Company, the EMPLOYEE is employed with, irrespective of his/her employment in maintaining the confidentiality of the available confidential information.

In the above context, the Group Company which has employed the Employee shall hereinafter be construed as "Company", which expression shall include the group companies within the context and meaning of this NDA agreement to maintain the confidentiality by the Employee. This expression shall hold good for the purpose of this NDA only and not in any other context of interpretation.

WHERE AS

1. The Company has offered and the Employee has agreed to take up employment with the Company under the terms and conditions set out in the letter of Appointment the ("Employment Agreement").
2. In accordance with the terms of the Employment Letter, the Employee hereby executes this Non-Disclosure Agreement with regard to the confidential information and the competition obligations of the Employee.

NOW THE PARTIES AGREE AS FOLLOWS

For the purpose of this Agreement, the term "Confidential Information" shall mean and include any and all tangible expression of information including all written or oral disclosures made by the Company to the Employee, provided to the Employee by the Company or parent, subsidiary, group company or customer of the Company or otherwise received by the Employee in the course of his/her employment with the Company or any intellectual property belonging to the Company, and shall specifically include, without limitation, pricing, methods, processes, financial data, technical data, lists, products, trade secrets, know-how, photographs, plans, notes, renderings, journals, notebooks, computer programs, computer readable video, audio or sound files, and samples relating thereto as well as any confidential or proprietary information owned by any other person or entity and furnished by such person or entity pursuant to an undertaking to maintain the same in confidence.

The Employee agrees that he/she shall, at all times, during the term of his/her employment with the Company hold the Confidential Information in trust for the Company and shall not in any manner use, transfer, publish, disclose, or report the Confidential Information directly or indirectly, except to other Employees of the Company or to authorised third parties as may be necessary in the ordinary course of the duties of the Employee for the Company or otherwise as directed by the Company.

The Employee represents that his/her performance of the terms of this Agreement and his employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by him/her in confidence from any third-party. The Employee represents that he has not entered into, and agrees not to enter into, any agreement in conflict with this Agreement or which in any way prohibits his performance of or restricts his ability to perform his obligations under this Agreement. The Employee has not brought, and agrees he/she will not bring, with him/her to the Company for use in his/her employment with the Company any materials or documents of a former employer or any other person or entity for whom he/she has provided services (paid or unpaid) that are not generally available to the public unless he/she has obtained express written authorisation from the former employer or other person or entity for whom he/she has provided such services for their possession and use.

The Employee agrees that if his/her employment is terminated at any time during or at the end of the probationary period as provided in the Employment Letter, the provisions of this Agreement shall continue to remain binding on the Employee.

The Employee agrees that he/she shall not for a period of three years from the date of termination of the Employment Letter, directly or indirectly, disclose, transfer, or use any Confidential Information, except with the prior written consent of the Company or except, in accordance with the provisions of Clause 6 hereunder, when so required pursuant to a valid and subsisting order of a court or other judicial, quasi-judicial or government body.

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Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

If the Employee is required, either during his/her employment or at any time within the three-year period specified in Clause 5 above, to disclose Confidential Information pursuant to a valid and subsisting order of a court or other judicial, quasi judicial or government body, the Employee shall, forthwith, upon receiving notice of the requirement of such disclosure, give adequate notice to the Company thereof so as to allow the Company a reasonable opportunity to limit such disclosure. In any event the Employee, in making such disclosure shall only disclose such information as maybe absolutely necessary and only to the extent expressly required by the court or other judicial, quasi judicial or government body.

The absence of any marking or statement that a particular item of information is Confidential Information shall not affect its status as Confidential Information. The Employee shall bear the burden of proving that, that information is not Confidential Information.

All notes, proposals, documents, data, floppy disc(s), zip drives, tapes, reference items, sketches, drawings, memoranda, records, and other materials and media in any way containing any Confidential Information or related to the Confidential Information or otherwise to the Company's business shall belong exclusively to the Company. The Employee shall make copies of such material only if absolutely necessary in the course of the Employee's employment with the Company or otherwise for the benefit of the Company. The Employee hereby undertakes to return to the Company all copies of such materials in the Employee's possession or under the Employee's control at the request of the Company or, in the absence of such a request, upon the expiry of the terms of this Agreement.

The Employee represents and warrants that the performance by him/her of all of the terms of this Agreement and any services to be rendered by him/her as an Employee of the Company do not and will not breach any fiduciary or other duty, covenant, or agreement relating to any proprietary information, knowledge of data acquired by the Employee in confidence, trust, or otherwise, prior to the Employee's employment by the Company to which the Employee is a party or by the terms of which the Employee may be bound. The Employee covenants that he/she shall not, during his/her employment with the Company do any act or deed which conflicts with the provisions of any prior contract or agreement. The Employee further

covenants and agrees not to enter into any agreement or understanding, either written or oral, in conflict with the provisions of this Agreement. The Employee shall promptly disclose to the Company and assign in favour of the Company in such form and manner as the Company may reasonably require all

1. inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trade marks, trade names, logos, art work, slogans, know-how, processes, source code, application development, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefore), and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages whether now existing or subsequently developed by the Employee ("Employee Developments") and
2. such information and data pertaining to the business, operations, personnel, activities, financial affairs, and other information relating to the Company and its customers, suppliers, Employees and other persons having business dealings with the Company as maybe reasonably required for the Company to operate its business ("Proprietary Information"). It is understood that the Employee Developments and the Proprietary Information is proprietary in nature and shall be for the exclusive use and benefit of the Company, shall be and remain the property of the Company both during the term of employment with the Company and thereafter and shall be held in trust by the Employee for the sole right and benefit of the Company. If so requested by the Company, the Employee shall execute and deliver to the Company any instrument as the Company may reasonably request to effectuate the assignment of any such Employee Developments or Proprietary Information to the Company or to otherwise evidence, establish, maintain or protect the Company's right, title and interest thereto. Without limiting the generality of the foregoing, the Employee hereby releases and waives and assigns to the Company any and all claims and rights which he/she has against the Company in respect of the Employee Developments, including without limitations, technology, know-how, licences or other proprietary rights or processes of the Company.

The Employee agrees to communicate to the Company as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with the Company and for a period of [one year] thereafter for the purpose of determining the Company's rights in such Employee Developments. During the term of his/her employment and thereafter, the Employee will assist the Company and/or its nominees or assigns (without charge but at no expense to Employee) in every lawful way to obtain, maintain and enforce any and all intellectual property rights and protections relating to all Employee Developments, including by executing relevant documents. Employee hereby irrevocably designates and appoints the Company and its duly authorised officers and agents as his/her agent and attorney in fact to execute and file any and all applications and other necessary documents and to do all other lawfully permitted acts to further the prosecution, issuance or enforcement of patents, copyrights, trade secrets and similar protections related to such Employee Developments with the same legal force and effect as if the Employee had executed them himself/herself.

The Employee agrees that he/she shall devote his/her full attention to the activities of the Company and shall not, either during the term of the Employment Letter or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by the Company. The Employee further agrees that at any time during the subsistence of the Employment Letter or for a period of six months subsequent thereto the Employee shall not offer employment or consultancy or otherwise solicit the Employees of the Company to work with the Employee or any employer of the Employee.

The breach alleged or otherwise, by the Company of any obligation arising or in any manner owed by the Company to the Employee shall not affect the validity or enforceability of the Employee's covenants/obligations set forth in this Agreement.

The Employee understands that the Company shall suffer irreparable harm and injury in the event the Employee breaches any of its covenants/obligations under this Agreement and that money damages shall be inadequate to compensate the Company for such breach. Accordingly, in the event of any breach or threatened breach by the Employee of any of the provisions of this Agreement, the Company, shall in addition to and not in limitation of any other rights, remedies or damages available to the Company at law or in equity, be entitled to a temporary restraining order, preliminary injunction and permanent injunction in order to prevent or to restrain any such breach by the Employee, or by and/or all persons directly or indirectly acting for, on behalf of, or with, the Employee.

Notwithstanding anything contained in this Agreement, the obligations of the Employee and the rights of the Company arising hereunder shall be deemed to have commenced upon the date of the execution of the Employment Letter regardless of the actual date of execution of this Agreement and shall continue to remain in full force and effect and continue to be binding upon the parties until the expiry of three years from the date of termination of the Employment Letter unless the parties mutually agree to extend such confidentiality period

If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this Agreement, or comprising an integral part of, or inseparable from the remainder of this Agreement.

IN WITNESS WHEREOF these presents have been executed by the parties hereto on the day and year first herein above written.

(The Employee)

By

.....

Name

Meera R Nair

Title

Associate

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

Registered Office :

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www.randstad.in

Self-Declaration & Undertaking form

Name: Meera R Nair
Employee ID: 2170104
Designation: Associate
Service Function / Vertical :
Centre / Location : KOCHI

Sub: Acceptance of Established policies and affiliated risks

I hereby Confirm that I have read through the Randstad and applicable client policies & procedures. I understand its implication to the fullest and hereby confirm to the fact that i would be held personally responsible for actions done, in contravention to established policies and procedure.

Signed

Date



PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date : **15-01-2020**

Dear **NIKHITHA TITUS -ECE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date: 15-01-2020

Dear RESHMA RADHAKRISHNAN -ECE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
The Gateway Office Part, IT/ITES SEZ, Block -A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4200 7864
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15-01-2020

Dear VISMAYA P - ECE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.


You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15 - 01 - 2020

Dear SALINI MENON K P - EEE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

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- 10th & 12th and UG/PG education certificates
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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



sset last name <sset@scmsgroup.org>

Fwd: VVDN Technologies || Freshers Hiring 2020 || MITS

2 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Mar 3, 2020 at 3:18 PM

----- Forwarded message -----

From: **Argon David** <tpc@mgmcet.ac.in>
Date: Tue, Mar 3, 2020 at 3:15 PM
Subject: Fwd: VVDN Technologies || Freshers Hiring 2020 || MITS
To: <varunmenon@scmsgroup.org>

Dear Varun Sir,**Please confirm Offer acceptance ANN ROSE PAIVA selected in VVDN Technologies.****With Best Regards****Argon David****Training & Placement Officer****Department of Training and Placement****MGM College of Engineering and Technology (MGMCET)**

Pampakuda, Muvattupuzha, Ernakulam District,

Kerala State, India. Pincode - 686667

Mobile: +91-9645411188 (O), +91-9544127054 (P), +91-7907462619 (P)**Landline Office:** +91-485-2274455, 2274458**Fax:** +91-485-2274459**E-Mail ID:** tpc@mgmcet.ac.in**Website:** www.mgmcet.ac.in

DISCLAIMER

This email and any attached files may contain confidential information and may be privileged. If you are not the intended recipient any use, disclosure, dissemination or copying of this email or the contents thereof is unauthorized. If you have received this email in error, please advise the sender by return email immediately and delete this message and any attachments.

Please.... only print this email....if absolutely necessary....Thanks

----- Forwarded message -----

From: **Amrutha M** <amrutha.m@vvdntech.in>
Date: Wed, Feb 26, 2020 at 11:30 AM
Subject: Re: VVDN Technologies || Freshers Hiring 2020 || MITS
To: Argon David <tpc@mgmcet.ac.in>
Cc: Dinkil K Muringathery <dinkil.m@vvdntech.com>

Hi Argon,

Please find the below selected student details after all round of interview & we can offer her for the position of Trainee

(SW/HW).

Selected Candidates		
Reg No	Candidate Name	College
SNG16EC035	Saumya V S	SNGCE, Kadayiruppu
SCM16EC016	ANN ROSE PAIVA	SCMS SET(SSET)
MUT16EC005	Ananthu Anil	MITS Varikoli
MUT16EC052	S Sreelakshmi	MITS Varikoli
	ALEX V KOSHY	AISAT Kalamassery

Kindly inform the respective college and please share his university reg no of Alex V Koshy.

Thanks and Regards,

Amrutha M

VVDN Technologies Pvt Ltd

Cell: +91 9495622796

Alternate Number: +91 790 746 2379

Web: www.vvdntech.com

On Wed, Feb 19, 2020 at 4:28 AM Amrutha M <amrutha.m@vvdntech.in> wrote:

Hi Argon,

Please find the below selected student details after all round of interview & we can offer her for the position of Trainee (SW/HW).

REGINALD JOSEPH_AISAT Kalamassery

Kindly inform the respective college and please share his university reg no.

Thanks and Regards,

Amrutha M

VVDN Technologies Pvt Ltd

Cell: +91 9495622796

Alternate Number: +91 790 746 2379

Web: www.vvdntech.com

On Mon, Feb 17, 2020 at 7:01 PM Argon David <tpc@mgmcet.ac.in> wrote:

Dear Amrutha,

I have informed the Varun Menon, Placement Officer. Confirmation expected tomorrow.

Thanks and Regards

Argon David,
Training and Placement Officer (TPO),
MGM College of Engineering and Technology (MGMCET),
Pampakuda, Muvattupuzha,
Ernakulam District, Kerala State, India. Pincode-686667.
Mobile Number:- +91-9645411188(O), +91-9544127054
Email ID:- tpc@mgmcet.ac.in
Website:- www.mgmcet.ac.in

On Mon, Feb 17, 2020, 6:51 PM Argon David <tpc@mgmcet.ac.in> wrote:

Thanks Amrutha. I will inform the Placement Officer.

Thanks and Regards

Argon David,
Training and Placement Officer (TPO),
MGM College of Engineering and Technology (MGMCET),

Pampakuda, Muvattupuzha,
Ernakulam District, Kerala State, India. Pincode-686667.
Mobile Number:- +91-9645411188(O), +91-9544127054
Email ID:- tpc@mgmcet.ac.in
Website:- www.mgmcet.ac.in

On Mon, Feb 17, 2020, 6:22 PM Amrutha M <amrutha.m@vvdntech.in> wrote:

Hi Argon,

Please find the below selected student details after all round of interview & we can offer her for the position of Trainee (QA).

SL.No	Reg No	Candidate Name	Contact no	College
1	SCM16EC025	CHRISTINE MATHEW V M	7012819591	SCMS SET(SS

Kindly inform the respective college.

Thanks and Regards,

Amrutha M

VVDN Technologies Pvt Ltd

Cell: +91 9495622796

Alternate Number: +91 790 746 2379

Web: www.vvdntech.com

On Thu, Feb 13, 2020 at 5:30 PM Amrutha M <amrutha.m@vvdntech.in> wrote:

Hi Argon,

Please find the below details of technical interview.

Position: QA

Date: Feb 17th, 2020 (Monday)

Time: 10:00 AM

Venue: VVDN TECHNOLOGIES PVT. LTD.465, KOLAARA ESTATE, VKV LANE,VAZHAKKALA, KAKKANAD PO,KOCHI - 682030

Note: Please ask them to prepare on Basic electronics & System software

SL.No	Reg No	Candidate Name	Contact no	College
1	MLM16EC060	SHEBIN RAJAN	9946695880	Mangalam COE, Kottayam
2	SCM16EC033	GAUTHAM K RAJEEV	9567064445	SCMS SET(SSET)

Position: QA

Date: Feb 17th, 2020 (Monday)

Time: 10:00 AM

Venue: VVDN TECHNOLOGIES PVT. LTD.465, KOLAARA ESTATE, VKV LANE,VAZHAKKALA, KAKKANAD PO,KOCHI - 682030

Note: Please ask them to prepare on Basic electronics & System software

SL.No	Reg No	Candidate Name	Contact no	College
1	SCM16EC025	CHRISTINE MATHEW V M	7012819591	SCMS SET(SSET)
2	VIT16EC013	Keerthana K S	9207352773	VISAT, Elanji

Position: SW/HW

Date: Feb 18th, 2020 (Tuesday)

Time: 10:00 AM



sset last name <sset@scmsgroup.org>

Fwd: VVDN Technologies || Freshers Hiring 2020 Selected

11 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
 To: SSET <sset@scmsgroup.org>

Wed, Feb 19, 2020 at 9:39 AM

----- Forwarded message -----

From: Argon David <tpc@mgmcet.ac.in>
 Date: Mon, Feb 17, 2020 at 7:00 PM
 Subject: Fwd: VVDN Technologies || Freshers Hiring 2020 Selected
 To: <varunmenon@scmsgroup.org>

Dear Varun Sir,

Please find enclosed VVDN Technologies confirmation - Christine selected for QA opening. Please confirm at the earliest.

Thanks and Regards

Argon David,
 Training and Placement Officer (TPO),
 MGM College of Engineering and Technology (MGM CET),
 Pampakuda, Muvattupuzha,
 Ernakulam District, Kerala State, India. Pincode-686667.
 Mobile Number:- +91-9645411188(O), +91-9544127054
 Email ID:- tpc@mgmcet.ac.in
 Website:- www.mgmcet.ac.in

----- Forwarded message -----

From: Amrutha M <amrutha.m@vvdntech.in>
 Date: Mon, Feb 17, 2020, 6:22 PM
 Subject: Re: VVDN Technologies || Freshers Hiring 2020 || MITS
 To: Argon David <tpc@mgmcet.ac.in>
 Cc: Dinkil K Muringathery <dinkil.m@vvdntech.com>

Hi Argon,

Please find the below selected student details after all round of interview & we can offer her for the position of Trainee (QA).

SL.No	Reg No	Candidate Name	Contact no	College
1	SCM16EC025	CHRISTINE MATHEW V M	7012819591	SCMS SET(SS

Kindly inform the respective college.

Thanks and Regards,
Amrutha M
 VVDN Technologies Pvt Ltd
 Cell: +91 9495622796
 Alternate Number: +91 790 746 2379
 Web: www.vvdntech.com

On Thu, Feb 13, 2020 at 5:30 PM Amrutha M <amrutha.m@vvdntech.in> wrote:
 Hi Argon,

Please find the below details of technical interview.

Position: QA**Date: Feb 17th, 2020 (Monday)****Time: 10:00 AM****Venue: VVDN TECHNOLOGIES PVT. LTD.465, KOLAARA ESTATE, VKV LANE,VAZHAKKALA, KAKKANAD PO,KOCHI - 682030**

Note: Please ask them to prepare on Basic electronics & System software

SL.No	Reg No	Candidate Name	Contact no	College
1	MLM16EC060	SHEBIN RAJAN	9946695880	Mangalam COE, Kottayam
2	SCM16EC033	GAUTHAM K RAJEEV	9567064445	SCMS SET(SSET)

Position: QA**Date: Feb 17th, 2020 (Monday)****Time: 10:00 AM****Venue: VVDN TECHNOLOGIES PVT. LTD.465, KOLAARA ESTATE, VKV LANE,VAZHAKKALA, KAKKANAD PO,KOCHI - 682030**

Note: Please ask them to prepare on Basic electronics & System software

SL.No	Reg No	Candidate Name	Contact no	College
1	SCM16EC025	CHRISTINE MATHEW V M	7012819591	SCMS SET(SSET)
2	VIT16EC013	Keerthana K S	9207352773	VISAT, Elanji

INTERN OFFER LETTER

HR/IL/2020/05/5266

Date: 20-05-2020

Name of the Candidate: Ann Rose Paiva
Place of Joining: Kochi
Internship Start Date: 01-Sep-2020
Confirmation Date: 01-Dec-2020

Dear Ann Rose Paiva,

With reference to your interview you had with us, we are pleased to offer you the position of “**Trainee**” in **VVDN Technologies Pvt. Ltd (hereinafter referred to as “VVDN” or “Company”)** on the following terms and conditions:

1. You will be given a stipend of **Rs. 10 k in hand per month** starting from the day of joining. Upon successful completion of Internship and submission of all necessary document of your Degree Completion, you will be given a CTC of Rs. 3.2 L Per Annum
2. Working days will be **Five days** a week whereas for Production/ Manufacturing, it will be **Six Days** a week. This is subject to any change that may come into force in future. Such changes will supersede all the relevant clauses mentioned in this offer letter.
3. You will be in a training period for the first 6 months from the day of your onboarding with us. During this period, if the Company find the performance of trainee is not at a satisfactory level, services will be terminated with an immediate effect. The training certificate will be given for such trainees who will not be able to continue due to performance issues.
4. Any financial commitments made before joining, will be furnished after three months of regular service wherein employee must not be on the notice period. In case of resignation, before the first three month's completion, company reserve rights to decline such commitments.
5. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other documents/ undertakings/ agreements as may be required by **VVDN** from time to time.
6. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your working in **VVDN** or its associates, or which you may come to know in the course of your employment, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in VVDN strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.
7. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your employment shall be treated strictly confidential.
8. **Relocation / Transfer:** Transfer to a different function or department or location within VVDN can be requested or applied for by an employee only if such an opportunity is available and employee has completed minimum 2 years of service with VVDN. The decision on such a matter is at the sole discretion of the Company.

A0_10

INTERN OFFER LETTER

HR/IL/2020/02/5261

Date: 20-02-2020

Name of the Candidate: Christine Mathew V M**Place of Joining: Pollachi****Internship Start Date: 01-Jun-2020****Confirmation Date: 01-Sep-2020****Dear Christine Mathew V M,**

With reference to your interview you had with us, we are pleased to offer you the position of **"Trainee"** in **VVDN Technologies Pvt. Ltd (hereinafter referred to as "VVDN" or "Company")** on the following terms and conditions:

1. You will be given a stipend of **Rs. 10 k in hand per month** starting from the day of joining. Upon successful completion of Internship and submission of all necessary document of your Degree Completion, you will be given a CTC of Rs. 3.2 L Per Annum
2. Working days will be **Five days** a week whereas for Production/ Manufacturing, it will be **Six Days** a week. This is subject to any change that may come into force in future. Such changes will supersede all the relevant clauses mentioned in this offer letter.
3. You will be in a training period for the first 6 months from the day of your onboarding with us. During this period, if the Company find the performance of trainee is not at a satisfactory level, services will be terminated with an immediate effect. The training certificate will be given for such trainees who will not be able to continue due to performance issues.
4. Any financial commitments made before joining, will be furnished after three months of regular service wherein employee must not be on the notice period. In case of resignation, before the first three month's completion, company reserve rights to decline such commitments.
5. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other documents/ undertakings/ agreements as may be required by **VVDN** from time to time.
6. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your working in **VVDN** or its associates, or which you may come to know in the course of your employment, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in **VVDN** strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.
7. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your employment shall be treated strictly confidential.
8. **Relocation / Transfer:** Transfer to a different function or department or location within **VVDN** can be requested or applied for by an employee only if such an opportunity is available and employee has

A0_10**Corporate Office:** B-22, Sector - 34, Infocity, Gurgaon, Haryana - 122001, India**Registered Office:** 12/10 East Patel Nagar, New Delhi - 110008, Indiawww.vvdntech.com | Email: info@vvdntech.com



sset last name <sset@scmsgroup.org>

Invitation for Hexaware Pooled recruitment

3 messages

Jenty Joy <jentyjoy@mbits.edu.in>

Wed, Dec 11, 2019 at 12:00 PM

To: Training & Placement Cell <placement@mbits.edu.in>

Cc: Placement Cell MACE <placementmace@gmail.com>, biju.skaria@mace.ac.in, Santharam Rao <santharamrao.cp@gmail.com>, placement Cell ASIET <placement@adishankara.ac.in>, "Jose V. Mathew" <josevmathew@aisat.ac.in>, Ashna Joseph <ashnajoseph@aisat.ac.in>, ilahia icet <placement@icet.ac.in>, Jobin John <jobinjohn1992@gmail.com>, Career Guidance & Placements MITS <pc@mgits.ac.in>, Placement Cell - RSET <pc.rajagiri@gmail.com>, Varun Jose <cr.rajagiri@gmail.com>, crsngce@gmail.com, placement@sngce.ac.in, "Viswajyothi-Placement Dept." <placement_vjc@yahoo.com>, Vjc Mavin <placement@vjcet.org>, Vjcet Vjcet <vjcet@vjcet.org>, SSET <sset@scmsgroup.org>, "Placement Officer College of Engg. Munnar" <placement@cemunnar.ac.in>, placement@ucet.ac.in, DEEPU S <deeps422@gmail.com>, Placement TIST <placement.tist@gmail.com>, Placement Department TIST <placement@tistcochin.edu.in>

Dear Sir/Madam

Greetings of the day

Hexaware is visiting our campus in the last week of January for a pooled recruitment this year also. you are also invited for the process

Please see the attachment for the JD and data tracker

Kindly send the data in the attached tracker by the end of 1st week of January 2020

--

Regards

Mr Jenty Joy

Head Corporate Relations & Placements

MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]

Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India- 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)

CTIPS (Kerala) Consortium of Technical Institutes for Placement Services

Mob +91 94466 10781,+91 918825380

Location of MBITS <https://goo.gl/maps/APjCuqBygtu>

2 attachments



Data sheet Hexa ware - college- ---.xlsx

9K



Job Description - IMS.docx

18K

placement Cell ASIET <placement@adishankara.ac.in>

Wed, Dec 11, 2019 at 1:28 PM

To: Jenty Joy <jentyjoy@mbits.edu.in>

Cc: Training & Placement Cell <placement@mbits.edu.in>, Placement Cell MACE <placementmace@gmail.com>, biju.skaria@mace.ac.in, Santharam Rao <santharamrao.cp@gmail.com>, "Jose V. Mathew" <josevmathew@aisat.ac.in>, Ashna Joseph <ashnajoseph@aisat.ac.in>, ilahia icet <placement@icet.ac.in>, Jobin John <jobinjohn1992@gmail.com>, Career Guidance & Placements MITS <pc@mgits.ac.in>, Placement Cell - RSET <pc.rajagiri@gmail.com>, Varun Jose <cr.rajagiri@gmail.com>, crsngce@gmail.com, placement@sngce.ac.in, "Viswajyothi-Placement Dept." <placement_vjc@yahoo.com>, Vjc Mavin <placement@vjcet.org>, Vjcet Vjcet <vjcet@vjcet.org>, SSET <sset@scmsgroup.org>, "Placement Officer College of Engg. Munnar" <placement@cemunnar.ac.in>, placement@ucet.ac.in, DEEPU S <deeps422@gmail.com>, Placement TIST <placement.tist@gmail.com>, Placement Department TIST <placement@tistcochin.edu.in>

Thanks for the mail.

--

Thanking You

Dr. Santharam Rao C. P.
Placement Officer
Adi Shankara Institute of
Engineering & Technology
Vidya Bharathi Nagar
Mattoor, Kalady 683 574
Mob: 9605823974
Off: 0484 2463825

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Jan 4, 2020 at 12:17 PM

To: Jenty Joy <jentyjoy@mbits.edu.in>, Training & Placement Cell <placement@mbits.edu.in>

Dear Sir,

Thanks for the invitation. As per the mail, attached herewith the details of our 2020 batch - 50 candidates for the Hexaware Technologies recruitment drive scheduled during the last week of January 2020.

Kindly intimate further details of the process.

Regards

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684

[Quoted text hidden]



Data sheet Hexa ware - SSET.xlsx

16K



sset last name <sset@scmsgroup.org>

Hexaware final result SCMS

2 messages

Jenty Joy <jentyjoy@mbits.edu.in>

To: SSET <sset@scmsgroup.org>

59	JOFFIN P J	joffinpj55@gmail.com	Male	7994260053	9388481554	B.Tech	ECE	S.C.M.S SCHOOL OF EN
69	Fathima Shirin	shirinsunil098@gmail.com	Female	9400294010	9446052311	B.Tech	ECE	SCMS School of Engine
70	VISHNUPRASAD K	vishnuprasad3555@gmail.com	Male	9497528032	9447226032	B.Tech	ECE	SCMS SCHOOL OF ENG
71	VISMAYA P	vismayanair2025@gmail.com	Female	8157919706	9400587613	B.Tech	ECE	SCMS SCHOOL OF ENG ERNAKULAM,KERALA

--
Regards

Mr Jenty Joy

Head Corporate Relations & Placements

MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]

Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India- 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)

CTIPS (Kerala) Consortium of Technical Institutes for Placement Services

Mob +91 94466 10781,+91 9188825380

Location of MBITS <https://goo.gl/maps/APjCuqBygtu>

SSET <sset@scmsgroup.org>

To: Jenty Joy <jentyjoy@mbits.edu.in>

Wed, Feb 19, 2020 at 11:32 AM

Dear Sir,

Thanks for the final results and the cooperation extended for the conduct of drive.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Letter of Intent

19 February 2020

Fathima Shirin
SCMS School of Engineering and Technology
Cochin

Dear Fathima Shirin,

We are pleased to inform you that you have been provisionally short-listed for employment as **“Trainee”**.

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Training Programme at our Hexaware office in **Chennai**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 3 months and on successful completion of your training you will be paid a salary of Rs.2.00 Lac pa.

You are required to sign a bond of 24 Months before the start of training programme, in the event of bond breakage you will be required to pay a sum of Rs. 1 Lac.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Associate Vice President, Recruitment



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

Letter of Intent

19 February 2020

JOFFIN P J
SCMS School of Engineering and Technology
Cochin

Dear JOFFIN P J,

We are pleased to inform you that you have been provisionally short-listed for employment as **“Trainee”**.

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Training Programme at our Hexaware office in **Chennai**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 3 months and on successful completion of your training you will be paid a salary of Rs.2.00 Lac pa.

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Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Associate Vice President, Recruitment



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Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

Letter of Intent

19 February 2020

VISHNUPRASAD K
SCMS School of Engineering and Technology
Cochin

Dear VISHNUPRASAD K,

We are pleased to inform you that you have been provisionally short-listed for employment as **“Trainee”**.

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Training Programme at our Hexaware office in **Chennai**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 3 months and on successful completion of your training you will be paid a salary of Rs.2.00 Lac pa.

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As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Associate Vice President, Recruitment



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Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

Letter of Intent

19 February 2020

VISMAYA P
SCMS School of Engineering and Technology
Cochin

Dear VISMAYA P,

We are pleased to inform you that you have been provisionally short-listed for employment as **“Trainee”**.

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Training Programme at our Hexaware office in **Chennai**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 3 months and on successful completion of your training you will be paid a salary of Rs.2.00 Lac pa.

You are required to sign a bond of 24 Months before the start of training programme, in the event of bond breakage you will be required to pay a sum of Rs. 1 Lac.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Associate Vice President, Recruitment



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com



sset last name <sset@scmsgroup.org>

Recruitment of UST Global

2 messages

Placement Cell FISAT <placements@fisat.ac.in>
To: Bejoy EC FISAT <bejoyvarghese@fisat.ac.in>
Bcc: sset@scmsgroup.org

Tue, Feb 18, 2020 at 10:11 PM

Dear Sir,

This is to confirm the recruitment of UST global at our campus on 20th and 21st February 2020.

Date: 20 Feb 2020 & 21st Feb 2020

Reporting time: 8:15 AM on 20th Feb 2020

Test and GD will be conducted on 20th and interviews on 21st. Since this is a pooled drive, please advise your students to be ready to stay late and make their own arrangements for transportation and accommodation.

Please ensure that the students meet the eligibility criteria mentioned below.

Eligibility Criteria

Graduation: B.Tech / B. E

Post-Graduation: M. Tech / M.E / MCA

Stream: Computer Science, Electronics, Information Technology, Information Science, Electrical & Computer Application

Year of Passout: 2020 Graduates

Back Logs: Maximum two backlogs while attending the recruitment drive and no standing backlogs during the time of joining

Cut Off Marks: Consistent academic track with 60 % or above / 6.4 CGPA or above (10th, 12th, Graduation, Post-Graduation)

Work Location: Can be any location of UST Global

Recruitment Process

Online Test

Group Discussion

HR / Final Interview

(Online Test & Group Discussion will happen on Day 1 and for the shortlisted candidates, HR / Final Interview will be on Day 2 at the same venue)

Requirement from students on the day(s) of the event (All the below said is mandate to attend the recruitment drive)

One copy of updated resume

Two copies of candidate recent photograph

College ID proof with photo and a Xerox copy of the same

Valid Email ID and Contact Number

University Register Number / Roll Number

Thanks,

--

Unni Kartha G

Placement Officer

Federal Institute of Science and Technology (FISAT)

Hormis Nagar | Mookkannoor P O | Angamaly

Kerala | Pin 683577

Ph : 0484 2725 275

Mob: 098463 87772

Email: placements@fisat.ac.in | unnikartha@gmail.com

sset last name <sset@scmsgroup.org>

Sun, Sep 19, 2021 at 4:39 PM

10/9/21, 3:20 PM

SCMS Group of Institutions Mail - Recruitment of UST Global

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

Sl.No	Candidate ID	Candidate Name	Gender	DOB	Mobile
34	16179028	Arathi P S	Female	22-Feb-1998	+91 8086394437
35	16178514	Livin Anto Nellisserry	Male	07-Dec-1998	+91 8281827308
36	16179030	Aswin S Unnithan	Male	28-Aug-1998	+91 8281870334
37	16179072	Deepa Varghese Pattath	Female	23-Mar-1998	+91 8111816292
38	16179091	Diya K Dayal	Female	24-Jun-1998	+91 9946456946
39	16179083	Rajath Pramod	Male	05-Apr-1998	+91 8301878449
40	16179080	Subramanian L	Male	18-Mar-1998	+91 8891656779
41	16179036	Sivanayyan P	Male	27-Mar-1998	+91 8089102546

College	Batch
SCMS Engineering and technology	2020
SCMS School of Engineering and Technology	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
Scms School of Engineering and Technology	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020

Branch	Degree	Degree %
Electrical and Electronics	B.Tech	66
Electronics and Communication	B.Tech	67
ELECTRICAL AND ELECTRONICS	B.Tech	68
ELECTRONICS&COMMUNICATION	B.Tech	72
computer science	B.Tech	78
ELECTRICAL AND ELECTRONICS	B.Tech	78
Computer Science and Engineering	B.Tech	66
electronics and communication engineerin	B.Tech	77



UST/SO00059071-1-2-1/696677

January 7, 2020

Ramees Salim
Aluva

Sub: Letter of Offer

Dear Ramees,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with **US Technology International Pvt Ltd.** ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as **"Assoc. Product Dev. Engineer", A1.**

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.**600,000.00/-** (Rupees **Six Lakh**) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.**30,000.00/-** (Rupees **Thirty Thousand**) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: –

- (i) Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- (ii) On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- (iii) You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts/prohibits or debars you from accepting the offer made by US Technology.
- (iv) That no amounts will be due and payable by you to your previous employer/s.
- (v) On joining our employment, that you do not have in your possession, nor have you failed to

return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items belonging to your previous employer/s.

This offer will be valid till **July 20, 2020**. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before **July 20, 2020**. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.



If you accept this offer of employment, you are required to join your employment on or before **July 20, 2020**. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for **US Technology International Pvt Ltd**

Accepted

A handwritten signature in blue ink, appearing to read "Vinesh George", with a horizontal line drawn underneath.

Vinesh George
Group Manager HR

Ramees Salim

Encl : Annexure 1
Annexure 2



Annexure 1 (A)

Name: Ramees Salim,
Designated as: "Assoc. Product Dev. Engineer"

Components	Monthly Salary	Annual
Basic Salary	14,250.00	171,000.00
House Rent Allowance	5,700.00	68,400.00
Education Allowance	200.00	2,400.00
Bonus Ex-Gratia	2,750.00	33,000.00
Other Allowance	22,087.50	265,050.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	712.50	8,550.00
Total Monthly Gross	47,500.00	570,000.00
Variable Pay		30,000.00
Cost to the Company (CTC)		600,000.00

***** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.**



sset last name <sset@scmsgroup.org>

Register for Byjus Think and Learn recruitment drive

1 message

SSET <sset@scmsgroup.org>

Fri, Jan 24, 2020 at 10:57 AM

Bcc: abhijithanilkumar1801@gmail.com, abhijiths13@yahoo.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, MASS Media <anandhu070@gmail.com>, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, Antony Jose <antonyjoseachandy@gmail.com>, ashwin K a <ashwin7pascua@gmail.com>, athuks.plm@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, diya kd <diyakd1998@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirithi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, Nandu Shaji <nandushaji099@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, rajathomasm734@gmail.com, rajathomas734@live.com, rifas muhammed <rifasmuhammed007@gmail.com>, roweenajames7572@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Shamil p <shamilp619@gmail.com>, rejikumarsilpa6@gmail.com, Arun L <arun.lsubramanian@gmail.com>, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, vishnupriya8017@gmail.com, vivekcvarghese123@gmail.com, niyasm51@gmail.com, tintu.abhi@gmail.com, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpsspunnilath@gmail.com>, akhilsalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, anciyajohny1998@gmail.com, aneenaaneer@gmail.com, Ann Rose Paiva <annrosepaiva@gmail.com>, arjun gosh <arjungosh6@gmail.com>, Athul Antony <athulantony23@gmail.com>, ayanaappengal@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyarockz8299@gmail.com>, shirinsunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, hafismukalel@gmail.com, hari.krishnan412@gmail.com, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpj55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnair98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, Nourin Nooruddeen <anfusanfu@gmail.com>, vivek pillai <viveknpillai10@gmail.com>, reshpkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, sharathjoseph65@gmail.com, spsivanperumal@gmail.com, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, Vishnu Saravanan <vishnugaravanan603@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, AJIN P THOMAS <ajinp1998@gmail.com>, akhineshk777@gmail.com, akshay Dhanesh <akshaydhanesh121@gmail.com>, Alen Jacob <alenkotkar@gmail.com>, anaghaanil07@gmail.com, anjualbert1998@gmail.com, arathips004@gmail.com, Aravind Prathap <aravindprathap06@gmail.com>, achu10cr7@gmail.com, Arun Shaji Abraham <arunsa238@gmail.com>, Aswin Unnithan <aswinunnithan@gmail.com>, Athul Biju <athul.98@rediffmail.com>, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, Jeffin Jose <jeffinjose05@gmail.com>, jeswinsteephen97@gmail.com, jibin thomas <jibinthomas680@gmail.com>, JOE JOSEPH NELSON Nelson <joejoseph.nelson47@gmail.com>, lakshmi11091997@gmail.com, limshashaju1998@gmail.com, Rafeeqe Ibrahim thoppil <rafeeqe97emj@gmail.com>, Nidhal Nazar <nidhalnazar80@gmail.com>, rajathpramod@gmail.com, Ramees Salim <salim.ramees@gmail.com>, rinsa.rinu723@gmail.com, robin08021998@gmail.com, "Salini Menon K.P" <salini0025@gmail.com>, sanjay vinu <sanjayvinu9@gmail.com>, "Shaheen .T.R" <123shaheentr@gmail.com>, Shimnaak Ak <shimnaak21@gmail.com>, shyam krishnan <shyamkrishnan23@gmail.com>, mrsreedeve8@gmail.com, sreelekshmija1997@gmail.com, Sruthila asokan <sruthilaasokan@gmail.com>, swathyrajeevpilm@gmail.com, Tony Tomy <tonyveliyathuparambill@gmail.com>, abdulsamadsait07@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, Sreelakshmi Sukumaran <sreelakshmi.sukumaran@gmail.com>

Dear Students,

Please find the attached details of **Byjus Think and Learn Pvt. Ltd.** drive scheduled.Note: **Students** who are **really interested in Sales & Marketing job** and are **willing to join, if selected**, needonly register their names with the **job profile** they opt with placement office **on or before 28th January 2020, 1****pm.**

Organization : **BYJU'S THINK AND LEARN PVT. LTD.**
Job Title : **Business Development Associate (BDA)-Male candidates only / Product Specialist (PS)**
Date : **During February 2020 (Date will confirm soon)**
Reporting time : 9.00 a.m.
Venue : SCMS School of Engineering and Technology, Karukutty

Company Profile: Think & Learn Pvt Ltd is a pioneer in the global edtech segment and the parent company of **Byju's the Learning app**, the largest K12 learning app in the world with over 10million students learning with us. A winner of the Deloitte Fastest 50 India Award for six years in a row and a winner of the Fastest 300 Asia Award for the last three years, the company has doubled its growth year on year. Byju's the Learning App provides lessons in math and science for students from grade 4 to 12 through formats such as videos, tests, quizzes, personalised learning paths and even games. There are programs also for competitive examinations like the JEE, NEET, CAT, GRE, GMAT and UPSC. Byju's Learning App is a giant in the global edtech space with an array of investors valuing the company at thousands of crores. It was also the first Asian company to get the backing of Facebook's founder Mark Zuckerberg. Our employees can look forward to multiple benefit schemes starting from incentives, impact bonuses, travel incentives, health benefits and much more & if you are passionate about making India and the world Think & Learn through various platforms, modes and pedagogies then look no further!

Job Description: Attached for your reference.

Sector: Sales, Marketing, Business Development.

Preferred Skill Sets:

Keen interest in education, Being interested in mentoring students, A knack for sales and positioning an idea.

Locations: Across India

Academic Qualification: **B.E / B.Tech, Post graduation**

UG/PG Cut-off Score: 6 CGPA or 60% and above, Backpaper if any, should be cleared before joining

Selection Process: Group Round and Personal Interviews.

CTC:

For BDA: 10 lakhs (7 L fixed and 3L Performance Pay)-Male candidates only

For PS: 4.75 lakhs (4 L fixed and .75L Performance Pay)

Candidates should have:

- 1 copy of RESUME
- One sets of copies of your mark lists [10th/12th/Graduation/PG (if applicable)]
- One passport size photograph attached to the resume
- College ID Card

Dr. Varun G Menon

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

2 attachments



BYJUS-CAMPUS JD.pdf

1326K



Campus PS JD.pdf

155K



Offer Letter

Name: Athira K s

Date: Wednesday, August 19, 2020

Dear Ms. Athira K s,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited (“Company”), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, August 25, 2020**. Your work location would be **IBC Knowledge Park, Bangalore / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the

Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : IBC Knowledge Park, Bangalore / Bangalore
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared



OFFER LETTER

Mr. Sivanayyan P

Date: Friday, November 13, 2020

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education.

We are pleased to offer you the position of Trainee-Repayment and Collections on following terms and conditions:

Offer Details:

Designation:	Trainee-Repayment and Collections
Department:	Supply Chain (51000006)
Sub Department:	Digital Finance
Employment Type:	Trainee
Date of Joining:	Friday, November 20, 2020
Role Location:	Bangalore - IBC Knowledgepark
CTC per Annum:	350000 INR

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- 1.Provident Fund
- 2.Income tax deducted at source at the rates applicable
- 3.Employment/Professional taxes
- 4.Dues to company including loans and advances



Offer Letter

Name: Mohammed Raihan Haq ck

Date: Tuesday, June 30, 2020

Dear Mr. **Mohammed Raihan Haq ck**,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, July 7, 2020**. Your work location would be **Calicut / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : Calicut
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.



Offer Letter

Name: Ashwin K a

Date: Wednesday, December 23, 2020

Dear Mr. **Ashwin K a**,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. Date of Joining & Work Location: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, December 29, 2020**. Your work location would be **Calicut / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

3. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 2. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

4. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

5. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

6. Department, Designation & Reporting Manager:

Department	: Business Development (51000000)
Designation	: Business Development Trainee - Sales
Reporting Manager	: Rahul Raj (TNL201605108)
Role Location	: Calicut / Bangalore
BDT Training Location	: Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.



Offer Letter

Name: Nitin Satish

Date: Friday, July 3, 2020

Dear Mr. Nitin Satish,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, July 14, 2020**. Your work location would be **Thrissur / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : Thrissur
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.



sset last name <sset@scmsgroup.org>

Wipro Elite National Talent Hunt 2020-Registration

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Sep 23, 2019 at 3:04 PM

<https://careers.wipro.com/elite-nth.aspx>

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Best Regards,

Dr. Varun G Menon

Associate Professor - Computer Science and Engineering
Corporate Relations and International Collaborations-in charge
ACM Distinguished Speaker
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Karukutty, Ernakulam, Kerala, India - 683 576
Office: +91-484-2450330 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>



SSET <sset@scmsgroup.org>

Mon, Sep 23, 2019 at 3:11 PM

Bcc: Aanand Hari <aanandhari12@gmail.com>, aaronfernz@hotmail.com, abdulsamadsait07@gmail.com, abhijithanilkumar1801@gmail.com, abhijith.anil@gmail.com, abhijiths13@yahoo.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Adarsh Viswanath <adarshviswanath1998@gmail.com>, aiswaryavinod066@gmail.com, Ajay KS <ajayks1729@gmail.com>, akshayajith9981@gmail.com, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, amelindenny@gmail.com, MASS Media <anandhu070@gmail.com>, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Ann Maria <annmaria1419@gmail.com>, Anson Pinhero <ansonpinhero@gmail.com>, anwindavid@gmail.com, Arjun Ghosh <ghosharjun23@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, ashilshanavas@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, athuks.plm@gmail.com, athiratheres97@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, kumarathul63@gmail.com, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, Bhavya Vijil <bhavyavijil@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Chaithra Cv <cvchaithra50@gmail.com>, CHINMAY KRISHNA <chinmaykrishnas@gmail.com>, CHRISTINA ROSELINE <xinarose123@gmail.com>, David Paul <davidpthavoo@gmail.com>, diya kd <diyakd1998@gmail.com>, fasnafas1247@gmail.com, Ganesh Babu <gbabu387@gmail.com>, gayathri98@gmail.com, gayathri mulloth <gayathrimulloth789@gmail.com>, Gokul Das <gokuldas1303@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, gopikavgk@gmail.com, hudaif747@gmail.com, Isham Mohamed <mail.to.isham@gmail.com>, Jackson K George <jacksonkgeorge28@gmail.com>, JJ innovationz <jerinjoseputhussery7@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirithi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, "Akarsh .M" <akarsh2868@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, falahyusufhamza@gmail.com, gnaijith78@gmail.com, Namisha Nazeer <namisha123@gmail.com>, Nandu Shaji <nandushaji099@gmail.com>, Navaneeth Asok <asok.navaneeth@gmail.com>, navya shali <navyashali1@gmail.com>, nidhunacheriyedath@gmail.com, Nikil S Kumar <nikilskumar4444@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pranavprakash997@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, Prashant G <prashantganesh007@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, Richu Sabu <richusabu254@gmail.com>, rifas muhammed <rifasmuhammed007@gmail.com>, risa shereen <risasherinc@gmail.com>, Rosemary Chakiath <rosemarybinny246@gmail.com>, rose mary joy <rosemaryjoy1997@gmail.com>, Rose Mathew <rosemathew1998@gmail.com>, roweenajames7572@gmail.com, sajiniatalin007@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, sara abraham

<sara.abraham12@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Sebin Ignatius <sebinignatious@gmail.com>, Shamil p <shamilp619@gmail.com>, Sherin Philip <sherinphilip3@gmail.com>, shwe jacob <shwejacob@gmail.com>, Sibin Varghese <sibinvarghese1@gmail.com>, sidharthk97india@gmail.com, rejikumarsilpa6@gmail.com, Sreelakshmi Prasad <sreelakshmiPrasad77@gmail.com>, Sreelekshmi S <sreelekshmisreelechu@gmail.com>, Arun L <arun.lsubramanian@gmail.com>, thusharapt1997@gmail.com, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, Vishal M Nair <mnvishal25@gmail.com>, vishnupriya8017@gmail.com, vishnuramesh19@gmail.com, vivekcvarghese123@gmail.com, Abhilash Aravath <abhiaravath3@gmail.com>, tintu.abhi@gmail.com, aishwarya nair <aishwarya.nair98@gmail.com>, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpspunnilath@gmail.com>, akhilsalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, ancyajohny1998@gmail.com, aneenaaneer@gmail.com, ANJUSHA FRANCIS <jesanjushafrancis@gmail.com>, ANNMARY JOSE <annmaryjose1999@gmail.com>, Ann Rose Paiva <annrosepaiva@gmail.com>, anoojabenny15@gmail.com, arjun gosh <arjungosh6@gmail.com>, aswathy.nair301198@gmail.com, aswathysujatha98@gmail.com, athiraanilkumar60@gmail.com, Athul Antony <athulantony23@gmail.com>, ayanaappengal@gmail.com, chinjupaul6@gmail.com, christinemathewvm@gmail.com, chaithanyavikraman19@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyaroockz8299@gmail.com>, rizafathimaka@gmail.com, shirinunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, Geswin Babu <geswinbabu98@gmail.com>, hafismukalel@gmail.com, hari.krishnan412@gmail.com, Jayashyam Jp <jayashyamjpvs@gmail.com>, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpj55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnair98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitisatish@gmail.com>, Nourin Nooruddeen <anfusanfu@gmail.com>, Preethy Somarajan <preethys98@gmail.com>, reshpkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, Sangeeth Sg <sangeethsg1011@gmail.com>, sharathjoseph65@gmail.com, shruthi nair <shruthisn98@gmail.com>, spsivanperumal@gmail.com, Sreelakshmi Sukumaran <sreelakshmi.sukumaran@gmail.com>, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, ais861998@gmail.com, AJIN P THOMAS <ajinp1998@gmail.com>, itsmeh4343@gmail.com, akhineshk777@gmail.com, akshay Dhanesh <akshaydhanesh121@gmail.com>, Alen Jacob <alenkotkar@gmail.com>, anaghaanil07@gmail.com, anjualbert1998@gmail.com, anwin francis <anwinfrancis281@gmail.com>, arathips004@gmail.com, Aravind Prathap <aravindprathap06@gmail.com>, achu10cr7@gmail.com, Arun Shaji Abraham <arunsa238@gmail.com>, Aswin Unnithan <aswinunnithan@gmail.com>, Athul Biju <athul.98@rediffmail.com>, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, Jeffin Jose <jeffinjose05@gmail.com>, jeswinsteephen97@gmail.com, jibin thomas <jibinthomas680@gmail.com>, JOE JOSEPH NELSON Nelson <joejoseph.nelson47@gmail.com>, mdshl29@gmail.com, lakshmi11091997@gmail.com, Laya Prathap <layaprathap123@gmail.com>, limshashaju1998@gmail.com, Rafeeqe Ibrahim thoppil <rafeeqe97emj@gmail.com>, Nidhal Nazar <nidhalnazar80@gmail.com>, rajathpramod@gmail.com, Ramees Salim <salim.ramees@gmail.com>, rinsa.rinu723@gmail.com, robin08021998@gmail.com, sachinsdp2298@gmail.com, "Salini Menon K.P" <salini0025@gmail.com>, sanjay vinu <sanjayvinu9@gmail.com>, sanjay shaji <thisissanjayshaji@gmail.com>, "Shaheen .T.R" <123shaheentr@gmail.com>, Shimnaak Ak <shimnaak21@gmail.com>, shyam krishnan <shyamkrishnan23@gmail.com>, mrsreedevi8@gmail.com, sreelekshmi1997@gmail.com, Sruthila asokan <sruthilaasokan@gmail.com>, swathyrajeevpilm@gmail.com, Tony Tomy <tonyveliyathuparambill@gmail.com>

Students,

WIPRO NLTH - 2020 BATCH REGISTRATION LINK

<https://careers.wipro.com/elite-nth.aspx>

Last date of registration: 24th sep 2019

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, Sep 23, 2019 at 3:13 PM

Bcc: abdulribassamad@gmail.com, Rijas samad <rijassamad123@gmail.com>, abhayaniil787@gmail.com, omanakuttanabhijith@gmail.com, abhighpharilal97@gmail.com, ADARSH M P <adarshmp627@gmail.com>, afnas va <afnasanu007@gmail.com>, AJAY S KUMAR <ajayskumar5555@gmail.com>, ajirajpr@gmail.com, akashravit@gmail.com, Akhil Baines <akhilbainesh@gmail.com>, Akhil Asokan <akhilasokan876@gmail.com>, Akhil Anil <akhilanil58@gmail.com>, Akhil Rajesh <akhilrajesh27@gmail.com>, akshay ramdas <akshayramdas@gmail.com>, Akshay v m <vmakshay333@gmail.com>, tpchandy@gmail.com, alphinjose16@gmail.com, Alvin Mathew <alvinmathewscaria@gmail.com>, Alwin Joseph <allwynrover@gmail.com>, amalkrish11na@gmail.com, anandambadi1998@gmail.com, anandrjv97@gmail.com, anishbsoman@yahoo.in, anurudhpillai8@gmail.com, appukshaji132@gmail.com, Arjun Biju <arjunbiju59@gmail.com>, Arjun G Nair <arjungg3@gmail.com>, ARJUN TA <arjunta2012@gmail.com>, arnaldantony@gmail.com, ASHWIN T <ashwinthy@gmail.com>, aswin p <appuasok97@gmail.com>, ASWIN RADHAKRISHNAN <aswinradhakrishnan98@gmail.com>, Athul Krishna



sset last name <sset@scmsgroup.org>

Fwd: Letter of Intent - Aaron Fernandez - Ref. No.: 9301967

Aaron Fernandez <aaronfernz@hotmail.com>
To: SSET <sset@scmsgroup.org>

Wed, Feb 26, 2020 at 9:57 PM

Aaron Joseph Fernandez
SCS/7070/16
S8 CS1

Get Outlook for Android

From: careers@wipro.com <careers@wipro.com>
Sent: Tuesday, 10 December 2019, 11:40 am
To: aaronfernz@hotmail.com
Cc: manager.campus@wipro.com
Subject: Letter of Intent - Aaron Fernandez - Ref. No.: 9301967

Campus - Letter Of Intent

December 09, 2019

Dear Aaron Fernandez,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,



Anson Pinhero <ansonpinhero@gmail.com>

Letter of Intent - Anson Pinhero - Ref. No.: 9263391

7 messages

careers@wipro.com <careers@wipro.com>

Tue, Dec 10, 2019 at 11:56 AM

To: ansonpinhero@gmail.com

Cc: manager.campus@wipro.com

Campus - Letter Of Intent

December 09, 2019

Dear Anson Pinhero,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
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Total Fixed Cash	24,688
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Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head



Campus - Letter Of Intent

February 13, 2020

Dear Avin M S,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

HRA	5,835
Bonus	2,111
Wipro Benefits Plan(WBP)	4,849

Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

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Letter of Intent - Fathima K A - Ref. No.: 9431570

2 messages

<careers@wipro.com>
To: rizafathimaka@gmail.com
Cc: manager.campus@wipro.com

Wed, 19 Feb 2020 at 12:22 am

Campus - Letter Of Intent

February 19, 2020

Dear Fathima K A,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all



APPOINTMENT LETTER

25 May, 2020

Dear **Sanjay Shaji**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Signature Not Verified

Digitally signed by SUMIL KALACHAR
Date: 2020.05.25 08:52:22 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLC020800



12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __/__/__

Name: _____

Signature: _____ Date: __/__/__

Place: _____



Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannali F : +91 (80) 2844 0054
Banjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945P1C020800



ANNEXURE III
SALARY OFFER SHEET

Name : Sanjay Shaji

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Registered Office:

Wipro Limited
Doddakannelli
Sanjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLC020800



sset last name <sset@scmsgroup.org>

Fwd: SHORTLISTED & Invitation for the Training Program

4 messages

Vishnu Saravanan <vishnusaravanan603@gmail.com>
To: sset@scmsgroup.org

Thu, Jul 9, 2020 at 2:13 PM

----- Forwarded message -----

From: **Kalpana Bastin** <kalpana@hticglobal.com>
Date: Thu, 9 Jul 2020, 11:25 am
Subject: SHORTLISTED & Invitation for the Training Program
To: <vishnusaravanan603@gmail.com>

Dear Vishnu Saravanan

Greetings from '**HTIC Global**'

Please be advised that you have been shortlisted for our Policyhouse Process as an **Insurance Sales Consultant to join us from 1st August 2020**.

Prior Training Program - Joining Documents: [Please send us the scan copy of all the listed document on or before the 11th July 2020](#)

Document Submission: Scanned copies of all the documents by email.

1. Address Proof (Adhar Card/Driving License)
2. Identify Proof (Voters ID and PAN Card)
3. Education: Certificates from matriculation to the highest Degree.
4. Previous employment Proof:
5. Experience certificate and relieving letter from all previous employers. It is mandatory that you submit your experience letter from the previous employee within 30 days of joining.
6. Last 3 salary certificates/payslips.
7. Resignation acceptance letter from current employer.
8. Passport copy with a minimum validity of 6 months.
9. One passport size photograph with white background.
10. Most updated curriculum vitae.

Prior Joining - Training Period

Training will begin in the office premises on **20th July 2020** for a duration of a maximum of 14 days preceded by an assessment phase, **your posting from 1st August 2020 will focus on satisfactory completion of the training and results in the assessment.**

We invite you to attend our Training Program at our office dated **20th July 2020** in the below-mentioned address and the training timings will be from 10 am to 7 pm.

Please find our office address below:

HTIC GLOBAL
#14, Tower II - Trans Asia Cyber Park
Infopark Phase 2, Infopark Sez,
Phase II, Kochi, Kerala 682303

Office Location: **HTIC Global**

Please feel free to contact me at 6238810463

Thanks & Regards

Kalpana Sudhan | Assistant Manager - Talent

Tel: 0484-4042400

Email: kalpana@hticglobal.in



#14 - Tower II, TransAsia Cyber Park, Infopark Phase-2,
Kochi, Kerala, INDIA - 682 303, ☎ 0484 4042400
✉ info@hticglobal.com 🌐 www.hticglobal.com

SSET <sset@scmsgroup.org>

Thu, Jul 2, 2020 at 6:14 PM

To: Vishnu Saravanan <vishnusaravanan603@gmail.com>

Dear Vishnu,

Congrats for the offer. Wishing you all the very best for your future career.

Attached herewith the NOC for your joining with HTIC Global. Request you to kindly mail us a copy of the offer letter, once you receive the same.

Regards

Sujitha Vinod
Secretary Placement Cell
SSET

[Quoted text hidden]



NOC VISHNU.pdf
686K

SSET <sset@scmsgroup.org>

Thu, Feb 4, 2021 at 12:14 PM

To: Vishnu Saravanan <vishnusaravanan603@gmail.com>

Dear Vishnu,

Request you to kindly mail us a copy of the HTIC offer letter, for updating it in your college and university records

Regards

Dr. Varun G Menon, Senior Member IEEE, ACM Distinguished Speaker
Head of the Department - Computer Science and Engineering
Corporate Relations and International Collaborations -i/c
SCMS School of Engineering and Technology
Ernakulam, Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]



NOC VISHNU.pdf
686K

sset last name <sset@scmsgroup.org>

Tue, Sep 21, 2021 at 12:36 PM

Draft To: "Asha Prabhakaran E." <ashaprabhakaran@scmsgroup.org>

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Re: Opportunities for 2020 Freshers to Join Airpay!

8 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: Ahad Dewoolkar <ahad.dewoolkar@airpay.co.in>
Cc: SSET <sset@scmsgroup.org>

Fri, Dec 4, 2020 at 3:39 PM

Dear Ahad,

Thank you for contacting SCMS. We will inform the opportunity to our 2020 passout students and get back with the list of interested students soon.

Regards,
Varun

On Fri, Dec 4, 2020 at 3:33 PM Ahad Dewoolkar <ahad.dewoolkar@airpay.co.in> wrote:

Hello Varun,

It was pleasure speaking with you!

As discussed,

PFA JD

Role : Tech Support Engineers**Location** : Cochin Infopark, Kakkanad**No of Positions** : 4**CTC** : 3LPA

If you have any doubts, feel free to reach out to me.

Thanks & Regards,

Ahad Dewoolkar

Senior Executive - Human Resources

Mobile No : 91 8169680996

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Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier

Technical Editor - Computer Communications Journal, Elsevier

Associate Editor - Alexandria Engineering Journal

Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

To: ahad.dewoolkar@airpay.co.in

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Dec 4, 2020 at 6:24 PM

Dear Sir,

Greetings from SCMS School of Engineering and Technology!!

As per the mail, attached herewith the list along with CV of our 28 interested candidates for the role of Tech Support Engineers with your esteemed organization.

Kindly intimate further details of the same.

Regards

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge















SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

[Quoted text hidden]

28 attachments

-  **ABHIRAMI K-CV-2020 pass EC.docx**
89K
-  **ANOOJA BENNY-CV-2020 pass EC.pdf**
109K
-  **APATHI P S-CV-2020 pass EEE.pdf**
191K
-  **ARDHRA R -CV-2020 pass CE.pdf**
127K
-  **ASWIN S UNNITHAN-CV-2020 pass EEE.pdf**
478K
-  **ATHIRA K S-CV-2020 pass CS.pdf**
96K
-  **ATHIRA VARGHESE-CV-2020 pass CS.pdf**
620K
-  **AYISHA ASHRAF-CV-2020 pass CE.pdf**
302K
-  **AZIYA TABASSUM-CV-2020 pass CS.pdf**
136K
-  **CHINJU PAUL-CV-2020 pass EC.pdf**
36K
-  **DEVIKRISHNA A U-CV-2020 pass EC.pdf**
307K
-  **FATHIMA SHIRIN-CV-2020 pass EC.pdf**
197K
-  **JAMSHY AZEEZ-CV-2020 pass CE.pdf**
25K
-  **KRISHNAPRIYA V K-CV-2020 pass CE.pdf**
359K

As per the CVs shared out of the 28 candidates, 11 Candidates are shortlisted for further rounds.

We are requesting you to please update the students with the feedback.

Below is the list of students shortlisted for next round along with the schedule, requesting you to please share us the email ids & contact details.

TECH SUPPORT INTERVIEW SCHEDULE						
Sr. No	Name	Interview Date	WEEKDAY	Interview Time	Contact No	Email ID
1	Shyam Krishnan	21-Dec-20	MONDAY	5.00PM		
2	Sivanayyan P	21-Dec-20	MONDAY	5.30PM		
3	Vismaya P	23-Dec-20	WEDNESDAY	5.00PM		
4	Arathi P S	23-Dec-20	WEDNESDAY	5.30PM		
5	Swathy R Pillai	24-Dec-20	THURSDAY	5.00PM		
6	Athira K S	24-Dec-20	THURSDAY	5.30PM		
7	Aziya Tabassum	28-Dec-20	MONDAY	5.00PM		
8	Livin Anto Nellisserry	28-Dec-20	MONDAY	5.30PM		
9	Nikhitha Titus	29-Dec-20	TUESDAY	5.00PM		
10	Robin Monterio	29-Dec-20	TUESDAY	5.30PM		
11	Sarath Joseph	29-Dec-20	TUESDAY	6.00PM		

Note – Interview will be on Microsoft Teams.

The link will be shared with the candidate 24 hours prior to the Interview on the mail, requesting to please inform the candidates to download Microsoft Teams app from Play Store or App Store or they can also join the meeting through their laptop by clicking on the link and by joining as 'Guest'

Feel free to reach out to me.

Thanks & Regards,

Ahad Dewoolkar

Senior Executive - Human Resources

Mobile No : 91 8169680996

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□




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9/1/2021

SCMS Group of Institutions Mail - Re: Opportunities for 2020 Freshers to Join Airpay!

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

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 **Airpay shortlisted candidates-SSET.xlsx**
11K

Ahad Dewoolkar <ahad.dewoolkar@airpay.co.in>

Mon, Dec 21, 2020 at 12:00 PM

To: SSET <sset@scmsgroup.org>

Cc: Varun Menon G <varunmenon@scmsgroup.org>, Priyanka Dalvi <priyanka.dalvi@airpay.co.in>

Dear Varun & Team,

Please share us the email id & contact details of the students.

Thanks,

Ahad

[Quoted text hidden]



Ahad Dewoolkar <ahad.dewoolkar@airpay.co.in>

Mon, Jan 4, 2021 at 4:56 PM

To: SSET <sset@scmsgroup.org>

Hi Vraun & Team,

FYI.

Thanks,

AD

From: Ahad Dewoolkar

Sent: 04 January 2021 12:09

To: 'Dr. Varun G Menon' <varunmenon@scmsgroup.org>

Cc: Priyanka Dalvi <priyanka.dalvi@airpay.co.in>

Subject: RE: Opportunities for 2020 Freshers to Join Airpay!

Hi Varun,

The following candidates are shortlisted for Tech Support Role with Airpay.

Ms. Vismaya
Ms. Aziya
Mr. Livin
Ms. Athira

Heartiest Congratulations to the four of them.

Thanks,

AD

From: Ahad Dewoolkar

Sent: 21 December 2020 13:53

To: Dr. Varun G Menon <varunmenon@scmsgroup.org>

Subject: RE: Opportunities for 2020 Freshers to Join Airpay!

Hi Varun,

January 04, 2021

Ms. Aziya Tabassum,

Kerala

Sub: Letter of Offer

Dear **Aziya,**

This is in reference to the discussion you had with us. We are pleased to know that you would like to become a member of the Airpay family. We would like to offer you a position of **Tech Support Engineer - Technology.**

You'll be joining us on **Wednesday, 13th January 2021.** You will be entitled for a consolidated all-inclusive compensation of **Rs. 3,00,000** (Three Lakh only) per annum, subject to deduction of taxes.

Please note that this offer is valid subject to your acceptance within **one day** of receiving it.

The Company reserves the right to terminate employee in the event the background check conducted by the Company on employee is not satisfactory to the Company in the Company's sole discretion.

We welcome you and are delighted that you have chosen to be part of our family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

SALARY STRUCTURE			
Salary Component			Monthly
Basic Pay	Basic + DA	:	Rs. 15,100
	HRA	:	Rs. 6,550
	Other Allowance & Bonus	:	Rs. 1,550
	Monthly Gross	:	Rs. 23,200
Statutory Contributions	Provident Fund	:	Rs. 1,800
	Monthly CTC	:	Rs. 25,000
Employee Deductions	Provident Fund	:	Rs. 1,800
	Profession Tax	:	Rs. 200
Deductions		:	Rs. 2,000
NET TAKE (before Tax)		:	Rs. 21,200
ANNUAL CTC			Rs. 3,00,000

* Your remuneration includes your Statutory Bonus divided into twelve equal parts & added to salary & is subject to any taxes or levies as per government guidelines in force from time to time.

**Gratuity is calculated and eligible as per the Gratuity Act which is over and above this structure.

January 04, 2021

Mr. Livin Anto Nellisserry,

Kerala

Sub: Letter of Offer

Dear **Livin,**

This is in reference to the discussion you had with us. We are pleased to know that you would like to become a member of the Airpay family. We would like to offer you a position of **Tech Support Engineer - Technology.**

You'll be joining us on **Wednesday, 06th January 2021.** You will be entitled for a consolidated all-inclusive compensation of **Rs. 3,00,000** (Three Lakh only) per annum, subject to deduction of taxes.

Please note that this offer is valid subject to your acceptance within **one day** of receiving it.

The Company reserves the right to terminate employee in the event the background check conducted by the Company on employee is not satisfactory to the Company in the Company's sole discretion.

We welcome you and are delighted that you have chosen to be part of our family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

SALARY STRUCTURE			
Salary Component			Monthly
Basic Pay	Basic + DA	:	Rs. 15,100
	HRA	:	Rs. 6,550
	Other Allowance & Bonus	:	Rs. 1,550
	Monthly Gross	:	Rs. 23,200
Statutory Contributions	Provident Fund	:	Rs. 1,800
	Monthly CTC	:	Rs. 25,000
Employee Deductions	Provident Fund	:	Rs. 1,800
	Profession Tax	:	Rs. 200
Deductions		:	Rs. 2,000
NET TAKE (before Tax)		:	Rs. 21,200
ANNUAL CTC			Rs. 3,00,000

* Your remuneration includes your Statutory Bonus divided into twelve equal parts & added to salary & is subject to any taxes or levies as per government guidelines in force from time to time.

**Gratuity is calculated and eligible as per the Gratuity Act which is over and above this structure.

January 04, 2021

Ms. Vismaya P,

Kerala

Sub: Letter of Offer

Dear **Vismaya,**

This is in reference to the discussion you had with us. We are pleased to know that you would like to become a member of the Airpay family. We would like to offer you a position of **Tech Support Engineer - Technology.**

You'll be joining us on **Wednesday, 06th January 2021.** You will be entitled for a consolidated all-inclusive compensation of **Rs. 3,00,000** (Three Lakh only) per annum, subject to deduction of taxes.

Please note that this offer is valid subject to your acceptance within **one day** of receiving it.

The Company reserves the right to terminate employee in the event the background check conducted by the Company on employee is not satisfactory to the Company in the Company's sole discretion.

We welcome you and are delighted that you have chosen to be part of our family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

SALARY STRUCTURE			
Salary Component			Monthly
Basic Pay	Basic + DA	:	Rs. 15,100
	HRA	:	Rs. 7,550
	Other Allowance & Bonus	:	Rs. 1,550
	Monthly Gross	:	Rs. 23,200
Statutory Contributions	Provident Fund	:	Rs. 1,800
	Monthly CTC	:	Rs. 25,000
Employee Deductions	Provident Fund	:	Rs. 1,800
	Profession Tax	:	Rs. 200
Deductions		:	Rs. 2,000
NET TAKE (before Tax)		:	Rs. 21,200
ANNUAL CTC			Rs. 3,00,000

* Your remuneration includes your Statutory Bonus divided into twelve equal parts & added to salary & is subject to any taxes or levies as per government guidelines in force from time to time.

**Gratuity is calculated and eligible as per the Gratuity Act which is over and above this structure.

January 04, 2021

Ms. Athira K S,

Kerala

Sub: Letter of Offer

Dear **Athira,**

This is in reference to the discussion you had with us. We are pleased to know that you would like to become a member of the Airpay family. We would like to offer you a position of **Tech Support Engineer - Technology.**

You'll be joining us on **Wednesday, 06th January 2021.** You will be entitled for a consolidated all-inclusive compensation of **Rs. 3,00,000** (Three Lakh only) per annum, subject to deduction of taxes.

Please note that this offer is valid subject to your acceptance within **one day** of receiving it.

The Company reserves the right to terminate employee in the event the background check conducted by the Company on employee is not satisfactory to the Company in the Company's sole discretion.

We welcome you and are delighted that you have chosen to be part of our family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

SALARY STRUCTURE			
Salary Component			Monthly
Basic Pay	Basic + DA	:	Rs. 15,100
	HRA	:	Rs. 7,550
	Other Allowance & Bonus	:	Rs. 1,550
	Monthly Gross	:	Rs. 23,200
Statutory Contributions	Provident Fund	:	Rs. 1,800
	Monthly CTC	:	Rs. 25,000
Employee Deductions	Provident Fund	:	Rs. 1,800
	Profession Tax	:	Rs. 200
Deductions		:	Rs. 2,000
NET TAKE (before Tax)		:	Rs. 21,200
ANNUAL CTC			Rs. 3,00,000

* Your remuneration includes your Statutory Bonus divided into twelve equal parts & added to salary & is subject to any taxes or levies as per government guidelines in force from time to time.

**Gratuity is calculated and eligible as per the Gratuity Act which is over and above this structure.



sset last name <sset@scmsgroup.org>

Campus Unite 2021_ RapidValue solutions, Kochi

13 messages

Antu Antony <antu.antoney@rapidvaluesolutions.com>

Tue, Mar 23, 2021 at 6:24 PM

To: sset last name <sset@scmsgroup.org>

Dear Varun,

Glad to E-meet!

We are writing to express interest in conducting the recruitment session at SCMS for the final year B.Tech (CS/IT/ECE) and MTech students of 2020 batch.

The role would be that of a Junior Test Engineer and the placement would be in Cochin. We are looking to hire 5 Engineering students of 2020 Batch.

The package would be for 3.6LPA and there would be a bond of 3yrs.

Kindly share the list of interested candidates in the below format:

Sl.No	College	Branch	Name	Gender	D O B	10th %	12th %	UG %	PG %	Backlogs	Email Id	Contact No	Comments
-----------------------	---------	--------	------	--------	-------------	-----------	-----------	---------	---------	----------	-------------	---------------	----------

1. Kindly look for candidates who have max 1-2 Backlogs

2. We can look at BE-IT / ECE / CSE.

3. 10th - 80%, 12th - 70 and Btech 65% and above

Here is our process:

1. Aptitude Test
2. Machine Test
3. PFM Round
4. HR Round

Look forward to hiring great talents from SCMS!

Thanks and regards,

Antu Antony | HR Executive

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M: +91 8078454133

Phase -2, 3rd Floor, Carnival Infopark, Kakkanad, Kochi-682030



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SSET <sset@scmsgroup.org>
To: Antu Antony <antu.antoney@rapidvaluesolutions.com>

Wed, Mar 24, 2021 at 9:09 AM

Dear Antu,

Great connecting with you yesterday. We will send the details to the students and get back with the list by this week.

Thanks and Regards,
Varun

[Quoted text hidden]

Antu Antony <antu.antoney@rapidvaluesolutions.com>
To: SSET <sset@scmsgroup.org>

Wed, Mar 24, 2021 at 10:16 AM

Thanks a lot Varun.

Thanks and regards,
Antu Antony | HR Executive
[RapidValue](#) | [Blog](#) | [Video](#) | [Linkedin](#)
M: +91 8078454133
Phase -2,3rd Floor,Carnival Infopark,kakkanad, Kochi-682030



[Quoted text hidden]

Antu Antony <antu.antoney@rapidvaluesolutions.com>
To: SSET <sset@scmsgroup.org>

Fri, Mar 26, 2021 at 10:59 AM

Hi Varun,

A gentle reminder!

Thanks and regards,
Antu Antony | HR Executive
[RapidValue](#) | [Blog](#) | [Video](#) | [Linkedin](#)
M: +91 8078454133
Phase -2,3rd Floor,Carnival Infopark,kakkanad, Kochi-682030



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SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Mar 26, 2021 at 11:10 AM

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Antu Antony <antu.antoney@rapidvaluesolutions.com>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Mar 26, 2021 at 3:26 PM

Dear Ma'am,

The list of interested candidates is being forwarded in the format you had requested. Please find the same and hope to hear from you soon.

Regards and wishes.

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

On Tue, Mar 23, 2021 at 6:30 PM Antu Antony <antu.antoney@rapidvaluesolutions.com> wrote:

[Quoted text hidden]

 **Rapid value.xlsx**
21K

Antu Antony <antu.antoney@rapidvaluesolutions.com>

Fri, Mar 26, 2021 at 3:26 PM

To: SSET <sset@scmsgroup.org>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Thanks Varun.

Thanks and regards,

Antu Antony | HR Executive

[RapidValue](#) | [Blog](#) | [Video](#) | [Linkedin](#)

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[Quoted text hidden]

Antu Antony <antu.antoney@rapidvaluesolutions.com>

Fri, Mar 26, 2021 at 6:20 PM

To: SSET <sset@scmsgroup.org>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Hi Varun,

The tentative date for the aptitude test would be 30-Mar-2021,Tuesday. We would be completing the hiring process by next week and the onboarding of the selected candidates are planned for 12-April-2021, Monday.

The students should ensure to have the below mentioned essentials for the online test:

- 1.Microphone
- 2.Location Enabled &
- 3.Webcam

Kindly note the students would be getting a link to their respective emails IDs shared with us. Please ask them to observe their mail.

Thanks and regards,

Antu Antony | HR Executive

[RapidValue](#) | [Blog](#) | [Video](#) | [Linkedin](#)

M: +91 8078454133

Phase -2,3rd Floor,Carnival Infopark,kakkanad, Kochi-682030



[Quoted text hidden]

Antu Antony <antu.antoney@rapidvaluesolutions.com>
 To: SSET <sset@scmsgroup.org>
 Cc: Varun Menon G <varunmenon@scmsgroup.org>

Tue, Mar 30, 2021 at 7:54 PM

Dear Varun,

Trust you are well!

The next level interviews would be scheduled next week for all the shortlisted students. The tentative date would be 10-April-2021. Please inform the students to be prepared for the same.

Below are the shortlists after the online test.

1	SCMS	ROJAN THAMBI	rojanthambi@gmail.com
2	SCMS	ABHIRAMI.K	tintu.abhi@gmail.com
3	SCMS	DIVYA K	divyarockz8299@gmail.com
4	SCMS	Devikrishna A U	devikrishnaau21@gmail.com
5	SCMS	Akhil Salim	akhilsalim27898@gmail.com
6	SCMS	Richa Susan Varghese	richasusanv@gmail.com
7	SCMS	Anooja Benny	anoojabenny15@gmail.com

Below candidates didn't attend the test. Kindly consider them as rejects.

1	SCMS	Anjali P R	anjurkrishna15@gmail.com
2	SCMS	Minu N Sunil	minunsunil@gmail.com
3	SCMS	Geswin Babu	geswinbabu.adc@gmail.com
4	SCMS	Aneena Aneer T V	aneenaaneer@gmail.com
5	SCMS	Aswathy K P	aswathysujatha98@gmail.com
6	SCMS	ATHUL ANTONY	athulantonny23@gmail.com

Thanks and regards,

Antu Antony | HR Executive

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[Quoted text hidden]

Dr. Varun G Menon <varunmenon@scmsgroup.org>
 To: SSET <sset@scmsgroup.org>

Wed, Mar 31, 2021 at 9:23 AM

Please inform the students

----- Forwarded message -----

From: **Antu Antony** <antu.antoney@rapidvaluesolutions.com>

Date: Tue, Mar 30, 2021 at 8:00 PM

Subject: Re: Campus Unite 2021_ RapidValue solutions, Kochi

To: SSET <sset@scmsgroup.org>

[Quoted text hidden]

[Quoted text hidden]

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Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*
 Associate Professor and Head

Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier
Series Editor - IEEE Transactions on Intelligent Transportation Systems
Series Editor - IEEE Communications Standards Magazine
Technical Editor - Computer Communications Journal, Elsevier
Associate Editor - Alexandria Engineering Journal, Elsevier
Associate Editor - IET Networks
Associate Editor - IET Quantum Communications
Editorial Member - IEEE Future Directions Newsletter

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: Antu Antony <antu.antoney@rapidvaluesolutions.com>
Cc: SSET <sset@scmsgroup.org>

Wed, Mar 31, 2021 at 9:25 AM

Dear Antu,

Thank you very much for the shortlist. We have informed the students about the results and the interview date to the students.

Thanks and Regards,
Varun

[Quoted text hidden]

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Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head
Department of Computer Science and Engineering
International Collaborations -in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Kerala, India - 683 576, Mob: +91 8714504684
[Quoted text hidden]

Antu Antony <antu.antoney@rapidvaluesolutions.com>
To: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>
Cc: SSET <sset@scmsgroup.org>

Wed, Mar 31, 2021 at 9:28 AM

Thanks Varun.

Thanks and regards,

Antu Antony | HR Executive

[RapidValue](#) | [Blog](#) | [Video](#) | [Linkedin](#)

M: +91 8078454133

Phase -2,3rd Floor,Carnival Infopark,kakkanad, Kochi-682030



[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, Mar 31, 2021 at 9:37 AM

To: rojan thambi <rojanthambi@gmail.com>, ABHIRAMI K <tintu.abhi@gmail.com>, DIVYA K <divyarock28299@gmail.com>, devikrishnaau21@gmail.com, Akhil Salim <akhilsalim27898@gmail.com>, Richa Susan <richasusanv@gmail.com>, anooja benny <anoojabenny15@gmail.com>

----- Forwarded message -----

From: **Antu Antony** <antu.antoney@rapidvaluesolutions.com>

Date: Tue, Mar 30, 2021 at 8:00 PM

Subject: Re: Campus Unite 2021_ RapidValue solutions, Kochi

10/7/21, 10:20 AM

SCMS Group of Institutions Mail - Campus Unite 2021_ RapidValue solutions, Kochi

To: SSET <sset@scmsgroup.org>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Final Selects - Campus Unite 2021 | RapidValue Solutions, An Aspire Company

2 messages

Antu Antoney <antu.antoney@rapidvaluesolutions.com>

Mon, Apr 19, 2021 at 9:32 AM

To: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>

Cc: sset last name <sset@scmsgroup.org>, Debashree P <debashree.p@rapidvaluesolutions.com>

Hi Varun,

We are happy to inform you that we have 2 offers for SCMS. Their DOJ would be 03-May-2021.

Please find below the shortlisted candidates details and request to block them from other interviews.

Candidate Name	College Name	Stream
Devikrishna AU	SCMS	ECE
Richa Susan	SCMS	ECE

Note: We are yet to complete the interview process for few of the students. We will share their final status this week.

Thanks and regards,**Antu Antoney | HR Executive**[RapidValue](#) | [Blog](#) | [Video](#) | [Linkedin](#)

M: +91 8078454133

Phase -2,3rd Floor,Carnival Infopark,kakkanad, Kochi-682030



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SSET <sset@scmsgroup.org>

Mon, Apr 19, 2021 at 10:55 AM

To: Antu Antoney <antu.antoney@rapidvaluesolutions.com>

Dear Ma'am,

Thank you so much.

Placement cell.

[Quoted text hidden]

S.No	First Name	Middle Name	Last Name	Email ID
1	Abhijith		Madhu	abhijithmadhu221997@gmail.com
2	Adharsh		K	adharsharavindh007@gmail.com
3	ADHITYA		R	adhityarajagopal97@gmail.com
4	AGNA		SHAJI	agnashaji240798@gmail.com
5	Aiswarya		Nandakumar	aiswaryanandakumar97@gmail.com
6	AISWARYA	GIRISH	M	aiswaryagirish01@gmail.com
7	Ajay		Tom	iamajaytom@gmail.com
8	AKASH		T V	tv.ashu48@gmail.com
9	Akhil		Rajendran	akhilrajendran1@outlook.com
10	AKHIL		FRANCIS	akhilmaliyackal007@gmail.com
11	Akshay		Raj	akshayrr12356@gmail.com
12	ALEETA	MARIA	TOM	aleetamaria304@gmail.com
13	AMAL	J	NELICKAM	amaljnellickan@ieee.org
14	AMAL	SAGAR	S	amalsagar222@gmail.com
15	AMAL	ARIFA	BASHEER	amalarifa1996@gmail.com
16	AMALA		JAMES	amalajames1995@gmail.com
17	Amala	Merin	K.J	amalamerin885@gmail.com
18	Amiya	Elizeba	Varghese	amiyaevarghese@gmail.com
19	Amjad		Ahammed	amjadsalu1613@gmail.com
20	Amrith		Raj	amrith3raj@gmail.com
21	ANGELIN		JAMES	angelinjames1998@gmail.com
22	ANJANA		R	anjanathejas@gmail.com
23	Ansha		Fathima	anshabasheer687@gmail.com
24	Anugraha		Varghese	anugrahavarghese98@gmail.com
25	APARNNA		S	aparnnas1998@gmail.com
26	Archana		V A	archanavacs1@gmail.com
27	ARDRA		SANTHOSH	ardrasanthosh25@gmail.com
28	ARJUN		B	arjun.baburaj98@gmail.com
29	Arjun		R	arjunrillathu@gmail.com
30	Arun		Baby	arunbaby182@gmail.com
31	ASIF		K N	asifkn023@gmail.com
32	ASWIN		K V	aswinsana@gmail.com
33	Athira		Shaji	athirashaji789@gmail.com
34	ATHIRA	P	K	athirapk.apk@gmail.com
35	Athiralakshmi		Vinod	athiravinod33@gmail.com
36	Ayush		J	ayushjayakumar555@gmail.com
37	bhadra	maya	anilkumar	bhadra.anil9@gmail.com
38	BHAVYA		LAKSHMI	bhavyaram98@gmail.com
39	CHRISSIE	SUSAN	ALEX	chrissie.susan05@gmail.com
40	Christy	Abraham	Kuriakose	kuriakosechristyabraham07@gmail.com
41	Don		Jiji	donjiji20@gmail.com
42	Dona	Anna	Reji	debindona@gmail.com
43	FATHIMA PARVEEN		A S	fathimasacharia@gmail.com
44	Gautam		Krishna	gautamgautamkrishna98@gmail.com
45	Gayathri		L S	gayathrisnairls2014@gmail.com
46	GREESHMA		K.V	greeshmavenu7@gmail.com

47	Hannah	Anne	Abraham	hannahanneemail@gmail.com
48	Heba	C	Josy	hebajosy98@gmail.com
49	IEMY ANN		RENJIT	iemyann98@gmail.com
50	Immanuel	S	Vadakedam	immanuelvadakedam@gmail.com
51	Jayalakshmi		V P	jayalakshmivp98@gmail.com
52	Jayasree		G	gjayasree35@gmail.com
53	JINCY	HANNA	ABRAHAM	jincyhanna28@gmail.com
54	JISHNA		VENUGOPAL	jishnavenugopal1998@gmail.com
55	K G		PRAVEEN	praveenj07@gmail.com
56	Katharin	Grace	T J	katharingrace98@gmail.com
57	Kurien		Mathew	kurienmathew.off@gmail.com
58	Lakshmi		Vijayan	lakshmi7vijayan@gmail.com
59	leah		Morris	leahmorizz@gmail.com
60	Libitha		James	libithajames@gmail.com
61	Lija		Joy	lijajoy98@gmail.com
62	LINA		K	linamohdk@gmail.com
63	Linsa	Mary	Varghese	linsamary98@gmail.com
64	Malini		Krishna	malinikrishna1998@gmail.com
65	MEGHA KALYAN		P M	meghakalyan.ieee@gmail.com
66	Merlin		John	merlinjohn604@gmail.com
67	Muhammad		Arshiq	arshiq1997@gmail.com
68	Muhammed		Anas K M	km.anas.official@gmail.com
69	Navneeth		Sreekumar	navneeth.1997@gmail.com
70	NAVYA		JOSE	navya.mi3@iiitmk.ac.in
71	NAYANA		JOHN	nayanakotkar@gmail.com
72	NIKHITHA		GEORGE	nikhithageorge100@gmail.com
73	NIRANJANA		S	niranjanas933@gmail.com
74	Nirmal	Kochu	Adambukulam	nirmalkochu999@gmail.com
75	Nithi	Sara	Daniel	danielnithi97@gmail.com
76	Nithin		Unni	nithin.unni@outlook.in
77	Pallavi	Sasidharan	T V	pallavisasidharantv@gmail.com
78	Poornima		U	poornimaammu6798@gmail.com
79	Praveena		Madhu	praveenamadhu06@gmail.com
80	Preethy		Aby	preethyaby@gmail.com
81	priyanka		devassy	priyankadevassy@gmail.com
82	R		Roshan	roshanramachandran97@gmail.com
83	Remya		R	remyasoman98@gmail.com
84	RESHMA		RADHAKRISHNAN	reshpkrish3377@gmail.com
85	RITTY		VARGHESE	ritty07@gmail.com
86	Rose	Mol	James	rosejofficial@gmail.com
87	Rugma		K	rugmak121@gmail.com
88	SANJU		ANAND A M	sanjuanand5@gmail.com
89	Shafla	Jasmine	H	shaflajasmine.h@gmail.com
90	Shoalia Regi		KG	kgims0730@gmail.com
91	Sneha	varghese	monachan	snehavargeese3@gmail.com
92	Soniya		Sunny	soniya1231998@gmail.com
93	SREELAKSHMI		RAJU	sreelakshmiraju1998@gmail.com

94	SRUTHI		J.B.	sruthyjb@gmail.com
95	Sumin		Sebastian	suminsebastian2020@gmail.com
96	Swathy		A	swathysasidharan1997@gmail.com
97	Swetha		Vinayakumar	swethavinaykumar5@gmail.com
98	Tenson		Tomy	tensontomy1001@gmail.com
99	VINAY	KRISHNAN	K	vinaymuthiyalam7@gmail.com
100	Vineeth		VT	vineethvt1234@gmail.com
101	Vishal		Ravikumar	vrks37@gmail.com

Contact No.	UG College Name	Final Status
8129958925	Cochin University of Science & Technology (CUSAT)	Select
9495032199	Other	Select
8547774065	COCHIN UNIVERSITY COLLEGE OF ENGINEERING KUTTANAD	Select
9946540039	ADI SHANKARA INSTITUTE OF ENGINEERING AND TECHNOLOGY	Select
8606530352	Amal Jyothi College of Engineering	Select
7736208048	Other	Select
9.18113E+11	Rajagiri School of Engineering and Technology	Select
9895658480	COLLEGE OF ENGINEERING THALASSERY	Select
9744406073	Other	Select
7025761933	Mar Athanasius Engineering College.	Select
7025212561	Rajagiri School of Engineering & Technology	Select
7510292435	Amal Jyothi College Of Engineering	Select
9495991505	Adi Shankara Institute Of Engineering & Technology	Select
9539257532	Cochin University of Science and Technology	Select
9446494941	Mohandas College Of Engineering & Technology	Select
9544974194	Other	Select
9072332597	IHRD College of Engineering,Cherthala	Select
8281351234	Rajagiri School Of Engineering & Technology	Select
8921816605	Cochin Institute Of Science And Technology	Select
9633085843	College of Engineering Thalassery	Select
9495688445	Amal Jyothi College Of Engineering	Select
9400277269	COLLEGE OFV ENGINEERING VADAKARA	Select
09656462080	Rajagiri School Of Engineering & Technology	Select
8113911053	College of Engineering Perumon	Select
7356639051	Rajagiri School Of Engineering & Technology	Select
9188464131	Marian Engineering College (MEC)	Select
8921534276	College of Engineering-Cherthala	Select
9778353374	T.K.M College Of Engineering	Select
9562867164	Saintgits College of Engineering	Select
9446051128	College of Engineering, Munnar	Select
8086207991	Amal Jyothi College Of Engineering	Select
8129598594	Government Engineering college-Thrissur	Select
8304876572	Mar Athanasius College of Engineering (MACE)	Select
9400526541	College of Engineering Thalassery	Select
9447202515	Adi Shankara Institute Of Engineering & Technology	Select
7306243593	Mohandas College Of Engineering & Technology	Select
9495392599	Mar Baselios College of Engineering and Technology	Select
9947319914	Muthoot Institute of Technology & Science	Select
9496522684	Saintgits College of Engineering	Select
7025997233	Saintgits College of Engineering	Select
9747180724	Mar Baselios Christian College of Engineering and Technology	Select
9074102641	Rajagiri School Of Engineering & Technology	Select
7034947602	Adi Shankara Institute Of Engineering & Technology	Select
9946323730	T.K.M College Of Engineering	Select
7510953550	St. Thomas Institute of Science & Technology	Select
8089904238	Adi Shankara Institute of Engineering &Technology	Select

0097336499674	Rajagiri School of Engineering & Technology	Select
8281940760	Rajagiri School Of Engineering & Technology	Select
8330090460	Amal Jyothi College Of Engineering	Select
9497756960	St. Joseph's College Of Engineering & Technology	Select
9961125246	Other	Select
9074337156	Rajagiri School of Engineering & Technology	Select
8281685130	T.K.M College Of Engineering	Select
9207913410	Toc H Institute Of Science & Technology	Select
701293288	COLLEGE OF ENGINEERING CHERTHALA	Select
9496143796	MGM College of Engineering And Technology	Select
7907840758	Mar Baselios College of Engineering and Technology	Select
8156957447	Holy Kings College of Engineering & Technology	Select
7306292923	Marian Engineering College (MEC)	Select
09495258725	Rajagiri School Of Engineering & Technology	Select
9496420271	St. Joseph's College Of Engineering & Technology	Select
7025959439	Government Engineering college-Thrissur	Select
09207572524	Adi Shankara Institute Of Engineering & Technology	Select
6238716928	COLLEGE OF ENGINEERING THRIKKARIPUR, Kasaragod, Kerala	Select
8281593956	AHALIA SCHOOL OF ENGINEERING AND TECHNOLOGY	Select
9562898957	Viswa Jyothi College Of Engineering & Technology	Select
7736162649	Marian Engineering College (MEC)	Select
9495958743	College of Engineering Vadakara	Select
8921384390	Mohandas College Of Engineering & Technology	Select
9400079948	SCMS School of Technology and Management	Select
9074799574	Toc H Institute Of Science & Technology	Select
7510215235	Toc H Institute Of Science & Technology	Select
8113031266	College of Engineering Perumon	Select
8138947163	Government Engineering college-Thrissur	Select
8921200025	St. Thomas Institute of Science & Technology	Select
8281044791	Cochin University of Science and Technology	Select
7034097597	Sree Narayana Guru College of Engineering and Technology	Select
7034176650	Mar Baselios College of Engineering and Technology	Select
7510860997	MGM College of Engineering and Technology	Select
8547448285	College of Engineering Pathanapuram	Select
9496428566	adishankara institute of engineering and technology	Select
7907018184	Government Engineering college-Thrissur	Select
6238393423	COLLEGE OF ENGINEERING MUTTATHARA	Select
8943311967	SCMS School of Engineering and Technology	Select
9496117431	Rajagiri School Of Engineering & Technology	Select
7025729636	Saintgits College of Engineering	Select
8943158178	College of Engineering Thalassery	Select
8089400443	Mohandas College Of Engineering & Technology	Select
9962676141	Other	Select
7994386330	Rajagiri School Of Engineering & Technology	Select
8592854518	Baselious Mathews II College Of Engineering	Select
9747293128	Viswa Jyothi College Of Engineering & Technology	Select
6238115067	MGM College of Engineering and Technology,Pampakuda	Select

07902214061	Marian Engineering College (MEC)	Select
9061243522	Amal Jyothi College Of Engineering	Select
7994027896	COLLEGE OF ENGINEERING THRIKKARIPUR, Kasaragod, Kerala	Select
8129855045	Adi Shankara Institute Of Engineering & Technology	Select
9388581234	Rajagiri School Of Engineering & Technology	Select
9947314728	COLLEGE OF ENGINEERING THRIKKARIPUR, Kasaragod, Kerala	Select
7012301636	MARIAN ENGINEERING COLLEGE	Select
9048496654	COLLEGE OF ENGINEERING THRIKKARIPUR, Kasaragod, Kerala	Select



sset last name <sset@scmsgroup.org>

Fwd: _G10X - Associate Engineer - Online Campus drive

3 messages

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Oct 29, 2021 at 8:55 AM

----- Forwarded message -----

From: **Manasi B M (_G10X, IND)** <Manasi.Balan@g10x.com>
Date: Thu, Oct 28, 2021 at 3:55 PM
Subject: _G10X - Associate Engineer - Online Campus drive
To: Jayanand B <jayanand@scmsgroup.org>
Cc: George Joseph <georgejoseph@scmsgroup.org>

Hi Jayanand,

Good day !!

As discussed, please find below the details of the Associate Engineer requirement.

- Qualification: BE/B.Tech. (Computer Science/ IT/ Electronics) Graduates (2020/2021 pass out)
- Aggregate: 65%
- Location: Infopark, Kochi

Hereby attaching the excel for updating the candidates' details. Also, kindly share their updated CVs as well.

Looking forward to hearing from you.

Regards**Manasi B M****Lead Talent Acquisition/ HR****+91 7994448759**Manasi.Balan@g10x.comWWW.G10X.COM

Unit No. 204, 2nd Floor, Tower A,

World Trade Centre,

Kakkanad, Kochi, Ernakulam, Kerala, 682042

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Associate Tracker.xlsx

11K

SSET <sset@scmsgroup.org>

Fri, Oct 29, 2021 at 9:28 AM

To: abhijith chacko <abhijithultimate07@gmail.com>, Abhijith Vijayan <vijayanabhijith4@gmail.com>, AGNEY SAIDAS <agney.saidas7@gmail.com>, ahalyabajju542@gmail.com, Ajay Santhosh <ajaysan2017@gmail.com>, Ajser Juman <ajserkt@gmail.com>, AKASH NAMBIAR <akashmayoogham@gmail.com>, Akhil Paul <akhilthomaspaul@gmail.com>, akshara rajesh <aksharakrajesh7@gmail.com>, Alen T Baburaj <alentbaburaj145@gmail.com>, Alvin Jose <ajalvin007@gmail.com>, Ameena Azad <ameena7736azad@gmail.com>, anaghakj1999@gmail.com, Anandharam S <aanandharam@gmail.com>, Anirudh Sasi <anirudhsasi60@gmail.com>, Anjali K P <anjalikp9240@gmail.com>, Anjali K P <taurainpearl04@gmail.com>, ANN AKKARA <annjakkara@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, anupa sebastian <anupasebastian1998@gmail.com>, Anzu Merin John <amerinjohn@gmail.com>, Aparna P Anand <aparnapanand099@gmail.com>, Ardra Nair <ardra.souparnika@gmail.com>, Arjun Subramanian <ajusman65@gmail.com>, arjun suresh <arjunsuresh1999@gmail.com>, Arshik Antony <01antony.arshik@gmail.com>, Arundhathi A <arundhathiaa@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, Ashby Babu <ashby512881@gmail.com>, "Ashik. Mathew" <ashik.mathew.pjm@gmail.com>, mr ashil <ashilkb584@gmail.com>, ashwinanand33@gmail.com, Aswin Anand <aswinachuammu@gmail.com>, Aswin Remesh <aswinremeshch1@gmail.com>, devzz <devika.99245@gmail.com>, dheeshnamd4u@gmail.com, Divya Sabu <divya13499@gmail.com>, veeyae stores <veeyae stores@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Ijaz Madathiparambil <ijazanwar48@gmail.com>, Jiso Jose <jisose6@gmail.com>, Jithin Netticadan <jithinnettican@gmail.com>, Jithin Michael <jithujesu@gmail.com>, JIYA BENNY <jiyabenny1999@gmail.com>, Joel Mathew paul <joelmathewpaul007@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, Kavitha K K <kavithavanchoorakalam@gmail.com>, Aditya Manoj <adityamnj@gmail.com>, k4krishnanath@gmail.com, Malavika K Nair <malavika.knair@gmail.com>, maneesh krishna <maneeshappus@gmail.com>, Manoja E <manojae98@gmail.com>, Mariya Raphel <marjith347@gmail.com>, Meera C Anil <meeracani1.444@gmail.com>, Milna James <jamesmilna22@gmail.com>, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerceevee@gmail.com, nealvinod7@gmail.com, Neethu Sunil <neethusunil488@gmail.com>, nimishamanoj033@gmail.com, NIVEDYA K P <nivediyakp1999@gmail.com>, PARVATHI JOSHY <parvathijoshi09@gmail.com>, Pooja Suresh <poojaspisharady@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, rahulkr390@gmail.com, Kannan TH <kannanth97@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, Rizwana Hashim <rizwanayasmin00@gmail.com>, robin abraham <abraham28rob@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, Rosemol Biju <rosemolbiju15@gmail.com>, Roshan Prasad <roshanp60@gmail.com>, Saeed Basheer <saeedvbasheer@gmail.com>, Sanju m p <mpanjanu123@gmail.com>, Saranya Mukundan <saranyasaaru99@gmail.com>, Sarath Aravind <asarath36@gmail.com>, Sarath Amay Nair <sarathnair30@outlook.com>, sarath j <jsarathkaralmanna@gmail.com>, Shallet Mary <shalletmary1999@gmail.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, Shravan Manoj <shravanmanoj911@gmail.com>, Simon Saju <simonsaju1@gmail.com>, sneha nambiar <snehanambiarrockz@gmail.com>, Zohan james <sohanjames33@gmail.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, Sumayya Suhail <anzam.suhail4321@gmail.com>, swathy harish <swathyharish.5@gmail.com>, thomasvilangadan1998@gmail.com, Varun S nair <varunsnair99@gmail.com>, Vikhnesh Krishna <vikhneshkrishna@gmail.com>, Vikhnesh Krishna <vichu.tycoon007@gmail.com>, vinaydeo1999@gmail.com, Vinay Stephen <vinaystephen1@gmail.com>, Vinil Varghese <vinilvarghesethecr7@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>, Vishnu Prasad <vishnu787vp@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, Agatha Aji <agathaaji99@gmail.com>, Aishwarya Nandakumaravarma <varmaaishwarya3@gmail.com>, dO Or DiE <amalpod1999@gmail.com>, Amal Ashwin <amalposeidon@gmail.com>, ANAGHA SUJITH <anagha16sujith@gmail.com>, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, Anjana K Saju <anjanaksaju97@gmail.com>, aravindittekot@gmail.com, Ardra Anil <ardraanil@gmail.com>, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com,



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Unit No. 204, 2nd Floor, Tower A,
World Trade Centre,
Kakkanad, Kochi, Ernakulam, Kerala, 682042

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Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Wed, Nov 17, 2021 at 4:36 PM

----- Forwarded message -----

From: **Manasi B M (_G10X, IND)** <Manasi.Balan@g10x.com>
Date: Wed, Nov 17, 2021 at 4:09 PM
Subject: RE: _G10X - Associate Engineer - Online Campus drive - Urgent !!
To: Jayanand B <jayanand@scmsgroup.org>
Cc: George Joseph <georgejoseph@scmsgroup.org>, Sreevidya P (_G10X, IND) <Sreevidya.P@g10x.com>

Hi Jayanand,

Good day !!

Please be updated that R S Vishnu Priya and Ajmal P S has got selected with us for our first batch.

Shall keep you posted with further updates.

Thank you for the support.

Regards

Manasi B M

Lead Talent Acquisition/ HR

+91 7994448759

Manasi.Balan@g10x.com



WWW.G10X.COM

Unit No. 204, 2nd Floor, Tower A,
World Trade Centre,
Kakkanad, Kochi, Ernakulam, Kerala, 682042

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: _G10X - Associate Engineer - Online Campus drive - Urgent !!

Jayanand B <jayanand@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Dec 3, 2021 at 9:56 PM

----- Forwarded message -----

From: **Manasi B M (_G10X, IND)** <Manasi.Balan@g10x.com>
Date: Fri, Dec 3, 2021 at 5:24 PM
Subject: RE: _G10X - Associate Engineer - Online Campus drive - Urgent !!
To: Jayanand B <jayanand@scmsgroup.org>
Cc: George Joseph <georgejoseph@scmsgroup.org>, Sreevidya P (_G10X, IND) <Sreevidya.P@g10x.com>

Hi Jayanand,

Good day !!

Please be updated that Alvin Jose has got selected with us for our next batch.

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Invitation - Infosys Campus Recruitment Program - 2020

4 messages

Sonu Jose <sonu.jose@infosys.com>

Fri, Aug 16, 2019 at 6:38 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun G Menon,

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,330+ clients in 45 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,29,000+ employees make this happen. As we begin campus recruitment for 2020 batch of students, we would like to share what we have in store.

At Infosys, we have a signature strategy to help our employees move forward. This is done by enabling employees build the next technology solutions, making sure their careers never stand still and navigating further together in a culture of inclusiveness. Through always-on learning options, career opportunities through bridge programs, training in advanced technologies at our Global Education Center in Mysore, and facilities to create work-life balance, we help our people to achieve what they desire the most.

We are keen to partner with your esteemed institution for Infosys Campus Recruitment Program 2020.

We are confident that you would be able to accommodate us as a **Day 1** company. Please affirm the same over email and also share with us suitable dates for the recruitment process by **20th Aug 2019**. We have attached our eligibility criteria for your reference.

Looking forward to a long and successful partnership with you again!

Best Regards,

Sonu Jose

Talent Acquisition

Infosys Limited

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Eligibility_Criteria.pdf
342K

SSET <sset@scmsgroup.org>

Sat, Aug 17, 2019 at 1:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sonu,

Thanks for the **Infosys Campus Recruitment Program 2020** program details. As per your mail, the recruitment drive of your esteemed organization, **Infosys Limited** is confirmed as **Day 1 Status Exclusively** for our 2020 batch students.

We do look forward to host the recruitment process **at any convenient dates during 25th, 26th or 27th September 2019**. Kindly confirm the date and mail us further details of drive.

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Sonu Jose <sonu.jose@infosys.com>

Sat, Aug 17, 2019 at 5:15 PM

To: SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sir,

Thankfully acknowledging your email.

I shall write to you shortly with further details and confirmation on process dates.

Warm regards,

Sonu Jose

From: SSET [mailto:sset@scmsgroup.org]

Sent: 17 August 2019 01:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>; Pramod_MV <Pramod_MV@infosys.com>

Subject: Re: Invitation - Infosys Campus Recruitment Program - 2020

[**EXTERNAL EMAIL**]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Oct 9, 2021 at 3:00 PM

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]



Eligibility_Criteria.pdf

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sset last name <sset@scmsgroup.org>

RE: Infosys Campus Recruitment 2019-20 - Final Selects

2 messages

AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Thu, Oct 3, 2019 at 5:06 PM

To: SSET <sset@scmsgroup.org>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

Greetings from Infosys!

This is with reference to the campus recruitment process conducted in your institute for the 2020 batch. Please find attached the final list of students who have been selected for offer.

We thank you for the support extended to conduct a seamless process and look forward for a long relationship with your esteemed institute. Please feel free to call me for any clarification.

Thanks & Regards,

Amogh Bengeri

Associate Lead - TA

Talent Acquisition Team

**Final list of selected students - 2020 - SCMS School of Engineering and Technology.doc**

118K

SSET <sset@scmsgroup.org>

Wed, Oct 9, 2019 at 9:54 AM

To: AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

On behalf of the management, principal, staff and students I thank you and your esteemed organization for visiting our campus and conducting on campus recruitment exclusively for our 2020 batch students on 2nd and 3rd October 2019 and for the 102 offers. We expect continuous interaction and support between our institution and your esteemed organization. Convey my best regards to your team members.

Please contact for further requirements.

With warm regards

Dr. Varun G Menon

Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Date of Interview	3rd October 2019	Name of the Institute	SCMS School of Engineering and Technology
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SL No	Roll Number	Name	Email ID
1	SCM16CS002	Aaron Joseph Fernandez	aaronfernz@hotmail.com
2	SCM16CS004	Abdul Samad	abdulsamadsait07@gmail.com
3	SCM16ME004	Abhijith O	omanakuttanabhijith@gmail.com
4	SCM16CS006	Abhijith Anilkumar M	abhijith.anil@gmail.com
5	SCM16ME005	Abhimanue H	abhigpharila97@gmail.com
6	SCM16EC004	Aiswarya Nair	aiswarya.nair98@gmail.com
7	SCM16EE006	Aiswarya Unni	ais861998@gmail.com
8	SCM16CS011	Aiswarya Vinod	aiswaryavinod066@gmail.com
9	SCM16ME012	Akash Thenayamchery	akashravit@gmail.com
10	SCM16EE008	Akhil Krishna K B	itsmeh4343@gmail.com
11	SCM16CS015	Akshay Ajith	akshayajith9981@gmail.com
12	SCM16CS019	Amelin Denny	amelindenny@gmail.com
13	SCM16ME026	Anand Rajeev	anandrjv97@gmail.com
14	SCM16CE024	Anjaly S	anjus7090123@gmail.com
15	SCM16CS025	Ann Maria	annmaria1419@gmail.com
16	SCM16EC015	Annmary Jose	annmaryjose1999@gmail.com
17	SCM16EC017	Anooja Benny	anoojabenny15@gmail.com
18	SCM16CS026	Anson Pinhero	ansonpinhero@gmail.com
19	SCM18CSCY02	Anupama M L	anupamaml96@gmail.com
20	SCM16CS028	Anwin David	anwindavid@gmail.com
21	SCM16AU010	Arjun M A	arjunmattathil619@gmail.com
22	SCM16CS030	Arjun A Ghosh	ghosharjun23@gmail.com
23	SCM16CE037	Arya G Pradeep	aryagpradeep2015@gmail.com
24	SCM16CS033	Ashil K Shanavas	ashilshanavas@gmail.com
25	SCM16ME036	Aswin P	appuasok97@gmail.com
26	SCM16ME037	Aswin Radhakrishnan	aswinradhakrishnan98@gmail.com
27	SCM16CE041	Aswin Krishna K K	aswinkrishnakk@gmail.com
28	SCM16EC021	Athira Anilkumar	athiraanilkumar60@gmail.com
29	SCM16CS037	Athira Theres Thomas	athiratheres97@gmail.com

CONGRATULATIONS

30	SCM16CS040	Athul Jeevankumar Nedumpillil	kumarathul63@gmail.com
31	SCM16ME038	Athul Krishna N S	athulshahul@gmail.com
32	SCM16CS044	Bhavyasree P V	bhavyavijil@gmail.com
33	SCM16EC024	Chinju Paul	chinjupaul6@gmail.com
34	SCM16CS047	Chinmay Krishna S	chinmaykrishnas@gmail.com
35	SCM16EC025	Christine Mathew V M	christinemathewvm@gmail.com
36	SCM16EC026	Chythannya .	chaithanyavikraman19@gmail.com
37	SCM16ME046	Cibin Joy K	cibin.joyk1@gmail.com
38	SCM16CS049	David Paul	davidpthavoo@gmail.com
39	SCM16CE049	Diya Dileep	diyadilip6@gmail.com
40	SCM16ME049	Edwin P Baby	edwinrosemaria9@gmail.com
41	150293	Fathima Safna P A	fathima.safnav97@gmail.com
42	SCM16CS053	Ganesh Babu	gbabu387@gmail.com
43	SCM16EC034	Geswin Babu	geswinbabu98@gmail.com
44	SCM16ME055	Gijo George Netticadan	gijonetticadan@gmail.com
45	SCM16CS058	Gokul Das K	gokuldas1303@gmail.com
46	SCM16ME056	Gokul Krishna D	gokuldileep98@gmail.com
47	SCM18ECCE01	Gopika G	gopikan2k15@gmail.com
48	SCM16CS060	Gopika V	gopikavgk@gmail.com
49	SCM16CE055	Greeshma Girish Kumar	greeshma1998@gmail.com
50	SCM16CS062	Hudaif Mohammed M	hudaif747@gmail.com
51	SCM16CE058	Isha Sumesh	ishasumesh.kc@gmail.com
52	SCM16CS064	Jackson K George	jacksonkgeorge28@gmail.com
53	SCM16CE059	Jacob Francis Paruvummel	fjacob505@gmail.com
54	SCM16EC038	Jayashyam J	jayashyamjpvs@gmail.com
55	SCM16CS065	Jerin Jose	jerinjoseputhuserry7@gmail.com
56	SCM16EE035	K A Muhammed Sahal	mdshl29@gmail.com
57	SCM16CE070	Karishma Jayasing	karishmajayasing3@gmail.com
58	SCM16CE074	Krishnapriya Joshy	krishnapriyajoshy19@gmail.com
59	150301	Lakshmy J	lakshmy.jayaraj@gmail.com
60	SCM16CS071	M Akarsh	akarsh2868@gmail.com
61	SCM16AU024	M Harikrishnan	hanuharikrishnan@gmail.com
62	SCM16ME076	Mohammad Labeeb Ihsan	mohammadlabeeb@yahoo.com

CONGRATULATIONS

63	SCM16CS075	Mohammed Falah Yusuf Hamza	falahyusufhamza@gmail.com
64	SCM16CE084	Muhammed Lamy P J	lamypj666@gmail.com
65	SCM16CS076	Naijith Gopal Thandilakath	gnaijith78@gmail.com
66	SCM16CS077	Namisha .	namisha123@gmail.com
67	SCM18ECCE02	Nandana Ajith	nandanaajithk31@gmail.com
68	SCM16CS080	Navaneeth Asok	asok.navaneeth@gmail.com
69	SCM16CS081	Navya K S	navyashali1@gmail.com
70	SCM16CS083	Nidhuna C	nidhunacheriyedath@gmail.com
71	SCM16CS084	Nikil S Kumar	nikilskumar4444@gmail.com
72	SCM16ME083	Nirmal Jose	nirmaljoe14@gmail.com
73	SCM16ME084	Parthiv M Krishna	parthivmkrishna@gmail.com
74	SCM16CE094	Paul Francis P	paulfrancis98@gmail.com
75	SCM16CS087	Pranav Prakash	pranavprakash997@gmail.com
76	SCM16CS089	Prashant G	prashantganesh007@gmail.com
77	SCM16CS091	Richu Sabu Mathew	richusabu254@gmail.com
78	SCM18CECS13	Rintu Kurian	rx.kuttan@gmail.com
79	SCM16CS093	Risa Shereen	risasherinc@gmail.com
80	SCM16ME098	Rohith Krishna T J	tjengineer2255@gmail.com
81	SCM16CS094	Rose Mary Chakiath	rosemarybinny246@gmail.com
82	SCM18CECS14	S D Sreedevi Nair	sdsreedevinair21@gmail.com
83	SCM16EE048	Sachin S Nair	sachinsdp2298@gmail.com
84	SCM16CS098	Sajini Stalin	sajinistalin007@gmail.com
85	SCM16CS100	Sara Abraham	sara.abraham12@gmail.com
86	SCM16CS103	Sebin K I	sebinignatious@gmail.com
87	SCM16CE107	Shahanas V N	shanushahanas204@gmail.com
88	SCM16CS105	Sherin Philip	sherinphilip3@gmail.com
89	SCM16EC071	Shruthi Sudhir Nair	shruthisn98@gmail.com
90	SCM16CS106	Shwetha Mary Jacob	shwejacob@gmail.com
91	SCM16ME111	Shyam Shankar V	shyamshankar97@gmail.com
92	SCM16CS109	Sidharth K	sidharthk97india@gmail.com
93	SCM16CS112	Sreelakshmi Prasad	sreelakshmiPrasad77@gmail.com
94	SCM16EC073	Sreelakshmi S	sreelakshmi.sukumaran@gmail.com
95	SCM16CS113	Sreelekshmi S	sreelekshmisreelechu@gmail.com

CONGRATULATIONS

96	150320	Subhadra S Menon	subhadrasmenon@gmail.com
97	SCM16ME118	Syam K S	syamks8182@gmail.com
98	SCM16CS115	Thushara P T	thusharapt1997@gmail.com
99	SCM16CE114	Vani Vijayakumar	vanivijayakumar1997@gmail.com
100	SCM16CS118	Vishal M Nair	mnvishal25@gmail.com
101	SCM18CSCY05	Vishnu P R	vishnuprvishnu94@gmail.com
102	SCM16ME120	VIVEK M M	vivekmm76@gmail.com

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Amogh Bengeri

Date : 3rd October 2019

Designation : Associate Lead – TA

Signature :

HRD/1000847864/20-21

January 28, 2021

Mr. M Harikrishnan
Nandanam, Erayilkadavu,
Near Esi Dispensary,
Kottayam-686001
India

Ph: +91-7025650966

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **29-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. M Harikrishnan			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Harikrishnan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847378/20-21

January 27, 2021

Ms. Aiswarya Vinod
Aiswarya Jayanthi Road P.O,
Chalad
Kannur-670014
India

Ph: +91-8129518381

Dear Aiswarya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Vinod			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Vinod			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847383/20-21

October 28, 2020

Ms. Amelin Denny
Kolengaden House,
P.O.Kuttur,Kottekad
Thrisur-680013
India

Ph: 9387218145

Dear Amelin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Amelin Denny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Amelin Denny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848014/20-21

December 16, 2020

Ms. Athira Theres Thomas
Chittinappilly House Karukutty,
Near Neerolippara
Ernakulam-683576
India

Ph: +91-9746893993

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Theres Thomas			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Theres Thomas			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847444/20-21

December 1, 2020

Mr. Gokul Das K
Swathi Kizhakkekara(H),
Karakurissi (P.O)
Palakkad-678595
India

Ph: +91-9567093278

Dear Gokul,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Gokul Das K			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Gokul Das K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847456/20-21

December 23, 2020

Mr. Jackson K George
Kalathil House, Jubilee Road Patteripuram,
Aluva
Ernakulam-683101
India

Ph: +91-8089399280

Dear Jackson,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Jackson K George			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jackson K George
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848040/20-21

December 28, 2020

Mr. Jerin Jose
Puthussery House, Karukutty P.O, Besleham
Angamaly
Ernakulam-683576
India

Ph: +91-9539302195

Dear Jerin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jerin Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jerin Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847462/20-21

December 16, 2020

Mr. M Akarsh
12/353B,
Padamughal
Ernakulam-682030
India

Ph: +91-8592010389

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. M Akarsh		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. M Akarsh		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000848073/20-21

December 2, 2020

Ms. Navya K S
Kolasseril House Koottukad,
Vadakkumpuram.P.O
Ernakulam-683521
India

Ph: 9400518725

Dear Navya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Navya K S			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Navya K S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848086/20-21

October 28, 2020

Mr. Nikil Kumar
Nellikapillil House, Knera-106, 1st Flr Asoka Road,
Kattayil Road Junction, Pottakuzhy, Kaloore
Ernakulam-682017
India

Ph: 9535738555

Dear Nikil,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. Nikil Kumar		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Nikil Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848090/20-21

October 28, 2020

Ms. Risa Shereen
Asharikandiyil(H) ,Karandode P.O,
Vadakara
Kozhikode-673508
India

Ph: 7594077673

Dear Risa,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Risa Shereen			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II

(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Risa Shereen
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/20-21/1000693549

August 24, 2020

Ms. Rose Mary Joy
Candidate ID: 1000693549
Pazhep A Rambil, (H)
Manathana (p.o)
Kannur
Kerala
India
Ph: (91) 94467 97739

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 07, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/Virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/1000847582/20-21

December 1, 2020

Ms. Sajini Stalin
Kuttikattu House,
Perumanoor
Ernakulam-682015
India

Ph: +91-7356585307

Dear Sajini,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848095/20-21

October 28, 2020

Ms. Sara Abraham
13 B1, Kent Glass House,
Vytilla
Ernakulam-682019
India

Ph: 9061410314

Dear Sara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sara Abraham			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sara Abraham		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847589/20-21

December 1, 2020

Ms. Sherin Philip
124-C, Pocket-E, L.I.G
Flats,G.T.B Enclave
Delhi-110093
India

Ph: +91-9745907484

Dear Sherin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sherin Philip			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sherin Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847594/20-21

December 16, 2020

Ms. Sreelakshmi Prasad
Padickal House Elambakapilly Po, Koovapady,
Perumbavoor
Ernakulam-683544
India

Ph: +91-9496129906

Dear Sreelakshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847602/20-21

November 12, 2020

Ms. Sreelekshmi S
Padmavilasom Near Tb Junction,
Kottarakkara P.O
Kollam-691506
India

Ph: +91-9072544514

Dear Sreelekshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sreelekshmi S		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sreelekshmi S		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847608/20-21

December 1, 2020

Ms. Thushara P T
Pookkulathu
Rajakad P O,,
Idukki-685566
India

Ph: +91-9447644878

Dear Thushara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Thushara P T			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Thushara P T			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847614/20-21

November 12, 2020

Mr. Vishal M Nair
Sreepadam, Edappon Aiyanikudy P.O,
Mavelikara
Alappuzha-690558
India

Ph: 9745660441

Dear Vishal,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Vishal M Nair			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Vishal M Nair			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847627/20-21

December 28, 2020

Ms. Annmary Jose
Chittinappilly House Karukutty P O,
Angamaly
Ernakulam-683576
India

Ph: +91-8078513408

Dear Annmary,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Annmary Jose			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Annmary Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847634/20-21

October 28, 2020

Ms. Anooja Benny
Moozhikkachalil Karukutty,
Angamaly, Ernakulam
Ernakulam-683576
India

Ph: 7559887182

Dear Anooja,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Anooja Benny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Anooja Benny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847642/20-21

December 23, 2020

Ms. Athira Anilkumar
Ambady House Edathala.P.O.,
Aluva
Ernakulam-683561
India

Ph: +91-9400838795

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Anilkumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Athira Anilkumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



sset last name <sset@scmsgroup.org>

TCS Off Campus Recruitment for 2019 and 2020 pass out batch

2 messages

Sumy Kuriakose <sumy.k@tcs.com>

Sat, Feb 20, 2021 at 11:23 AM

Dear Sir, Ma'am,

Greetings!

As you may be aware, TCS is going to hire the students from 2019 and 2020 pass out batch. The last date for registrations is 27-Feb-21. Please find attached the flyer for more details. Kindly circulate and please ensure maximum registrations.

Thanks & Regards,
Sumy Kuriakose
Academic Relationship Manager - Kerala
Desk: +91 484 6186695
VoIP: 448 6695
Cell: 9746830372
Tata Consultancy Services
TCS Centre SEZ Unit,
Infopark PO,
Kochi - 682042, Kerala
Mailto: sumy.k@tcs.com
Website: <http://www.tcs.com>

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	Consulting

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TCS-Off-Campus-Hiring-2021-GIF-Mailer.gif
97K



sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 10, 2021 at 12:59 PM

[Quoted text hidden]



TCS-Off-Campus-Hiring-2021-GIF-Mailer.gif
97K



Offer: Computer Consultancy

Ref: TCSL/DT20195450092/Trivandrum

Date: 02/04/2021

Ms. Anciya Johny
Poovely House Poothamkutty,
Holy Family Church Thabore,
Angamaly-683577,
Kerala.
Tel# 91-8943941640

Dear Anciya Johny,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/DT20195450092

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Anciya Johny
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Offer: Computer Consultancy
Ref: TCSL/DT20184512490/Mumbai
Date: 13/04/2021

Ms. Parvathy Harish
Mariath Parambil, Kallumadathil House Mathai Manjooran Road, Pachalam,
St Joseph School,
Ernakulam-682012,
Kerala.
Tel# 91-9447260110

Dear Parvathy Harish,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184512490

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Parvathy Harish
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



sset last name <sset@scmsgroup.org>

Fwd: RE : QuEST 2020 placements

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Sep 3, 2019 at 11:04 AM

----- Forwarded message -----

From: **BeautlinP** <Beautlin.P@quest-global.com>
Date: Tue, Sep 3, 2019, 10:56 AM
Subject: RE : QuEST 2020 placements
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Dear placement officer !!

Greetings from QuEST Global !!

We are pleased to associate with your institution for placements for the year 2020.

We are commencing our campus hiring for 2019-2020 batch .

As the Placement drive is planned as a Pooled drive .**FISAT** will be the host college.

We are planning to schedule the drive on **20th September** please confirm whether it would be fine to go ahead .Please book your calendar .

On the same note , Requesting you to send over the student base as on before Friday

Online Exam will be scheduled one day prior to the placement drive .

Below is the details of eligibility criteria :

Job description for the candidates will be :

JOB TITLE : TRAINEE ENGINEER

LOCATION : Anywhere in QuEST offices

Eligibility Criteria

-

Degree : B-Tech

10th 12th :- 60% throughout

Degree – 65% (with no standing arrears).

Branch – CSE,EEE,ECE,IT

CTC - 3.1 LPA

Please make sure the candidates appearing for recruitment process should not have any backlog until S6 .

Accordingly, Please share the student data base ASAP .Attached is the template for sharing student details .PFA

Looking forward to hear from you !! Thanks for the support .

Regards,

Beautlin

Regards,

Beautlin Sheyo.P

University Relations and Development (India)

QuEST Global

QuEST Tower ,Technopark campus,

Trivandrum-695581

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TEMPLATE.xlsx

9K

SSET <sset@scmsgroup.org>

Thu, Sep 5, 2019 at 1:29 PM

To: BeautlinP <Beautlin.P@quest-global.com>, Placement Cell - FISAT <placements@fisat.ac.in>

Cc: bejoyvarghese@fisat.ac.in

Dear Sir/Madam,

Thanks for the invitation extended to us this year too. As per the mail, attached herewith the filled template of our 125 candidates for the drive to be conducted by your esteemed organization on 19th and 20th September 2019.

Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

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TEMPLATE.xlsx
31K

sset last name <sset@scmsgroup.org>
Draft To: "Asha Prabhakaran E." <ashaprabhakaran@scmsgroup.org>

Tue, Sep 21, 2021 at 1:08 PM

[Quoted text hidden]



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31K



sset last name <sset@scmsgroup.org>

Register for Quest Global recruitment drive

5 messages

SSET <sset@scmsgroup.org>

Wed, Sep 4, 2019 at 9:15 AM

Bcc: Aanand Hari <aanandhari12@gmail.com>, aaronfernz@hotmail.com, abdulsamadsait07@gmail.com, abhijithanilkumar1801@gmail.com, abhijith.anil@gmail.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Adarsh Viswanath <adarshviswanath1998@gmail.com>, aiswaryavinod066@gmail.com, Ajay KS <ajayks1729@gmail.com>, akshayajith9981@gmail.com, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, amelindenny@gmail.com, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Ann Maria <annmaria1419@gmail.com>, Anson Pinhero <ansonpinhero@gmail.com>, anwindavid@gmail.com, Arjun Ghosh <ghosharjun23@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, ashilshanavas@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, athuks.plm@gmail.com, athiratheres97@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, kumarathul63@gmail.com, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, Bhavya Vijil <bhavyavijil@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Chaithra Cv <cvchaithra50@gmail.com>, CHINMAY KRISHNA <chinmaykrishnas@gmail.com>, CHRISTINA ROSELINE <xinarose123@gmail.com>, David Paul <davidpthavoo@gmail.com>, diya kd <diyakd1998@gmail.com>, fasnafas1247@gmail.com, Ganesh Babu <gbabu387@gmail.com>, gayathri98@gmail.com, gayathri mulloth <gayathrimulloth789@gmail.com>, Gokul Das <gokuldas1303@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, gopikavgk@gmail.com, hudaif747@gmail.com, Isham Mohamed <mail.to.isham@gmail.com>, Jackson K George <jacksonkgeorge28@gmail.com>, JJ innovationz <jerinjoseputhussery7@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirthi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, "Akarsh .M" <akarsh2868@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, falahyusufhamza@gmail.com, gnaijith78@gmail.com, Namisha Nazeer <namisha123@gmail.com>, Nandu Shaji <nandushaji099@gmail.com>, Navaneeth Asok <asok.navaneeth@gmail.com>, navya shali <navyashali1@gmail.com>, nidhunaacheriyedath@gmail.com, Nikil S Kumar <nikilskumar4444@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pranavprakash997@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, Prashant G <prashantganesh007@gmail.com>, rajathomasm734@gmail.com, rajathomas734@live.com, Richu Sabu <richusabu254@gmail.com>, rifas muhammed <rifasmuhammed007@gmail.com>, risa shereen <risasherinc@gmail.com>, Rosemary Chakiath <rosemarybinny246@gmail.com>, rose mary joy <rosemaryjoy1997@gmail.com>, Rose Mathew <rosemathew1998@gmail.com>, roweenajames7572@gmail.com, sajiniastalin007@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, sara abraham <sara.abraham12@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Sebin Ignatius <sebinignatious@gmail.com>, Shamil p <shamilp619@gmail.com>, Sherin Philip <sherinphilip3@gmail.com>, shwe jacob <shwejacob@gmail.com>, Sibin Varghese <sibinvarghese1@gmail.com>, sidharthk97india@gmail.com, rejikumarsilpa6@gmail.com, Sreelakshmi Prasad <sreelakshmiPrasad77@gmail.com>, Sreelekshmi S <sreelekshmisreelechu@gmail.com>, Arun L <arun.lsubramanian@gmail.com>, thusharapt1997@gmail.com, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, Vishal M Nair <mnvishal25@gmail.com>, vishnuramesh19@gmail.com, vivekcvarghese123@gmail.com, Abhilash Aravath <abhiaravath3@gmail.com>, tintu.abhi@gmail.com, aishwarya nair <aishwarya.nair98@gmail.com>, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpspunnalath@gmail.com>, ashiksalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, ancijajohny1998@gmail.com, aneenaaneer@gmail.com, ANJUSHA FRANCIS <jesanjushafrancis@gmail.com>, ANNMARY JOSE <annmaryjose1999@gmail.com>, Ann Rose Paiva <annrosepaiva@gmail.com>, anoojabenny15@gmail.com, arjun gosh <arjungosh6@gmail.com>, aswathy.nair30111998@gmail.com, athiraanilkumar60@gmail.com, Athul Antony <athulantony23@gmail.com>, ayanaappengal@gmail.com, chinjupaul6@gmail.com, christinemathewvm@gmail.com, chaithanyavikraman19@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyarockz8299@gmail.com>, rizafathimaka@gmail.com, shirinsunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, geswinbabu98@gmail.com, hafismukalel@gmail.com, Jayashyam Jp <jayashyamjpvs@gmail.com>, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpi55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnair98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, Nourin Nooruddeen <anfusnifu@gmail.com>, Preethy Somarajan <preethys98@gmail.com>, reshprkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, Sangeeth Sg <sangeethsg1011@gmail.com>, sarathjoseph65@gmail.com, shruthi nair <shruthisn98@gmail.com>, spsivanperumal@gmail.com, Sreelakshmi Sukumaran <sreelakshmi.sukumaran@gmail.com>, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, ais861998@gmail.com, AJIN P THOMAS

5 attachments **image001.png**
1K **image002.png**
1K **image003.png**
1K **image004.png**
1K **image004.png**
1K

SSET <sset@scmsgroup.org>
To: Kannan.GS@quest-global.com

Sun, Jun 28, 2020 at 11:32 PM

Dear Sir,

As per the trailing mail, we were informed that the following 4 students offers are valid from your end, from the total of 11 provisionally earlier selected students from our institution.

Student name	Email
<u>Laya Prathap</u>	layaprathap123@gmail.com
<u>Gayathri Jayakumar</u>	gayathri98@gmail.com
<u>Risa Shekeen</u>	risasherinc@gmail.com
<u>Mohammad Fallah</u>	falahyusufhamza@gmail.com

As per your mail, the above four students -Ms. Laya Prathap, Ms. Gayathri Jayakumar, Ms. Risa Shereen and Mr. Mohammed Falah, have expressed their willingness to join your esteemed organization.

It may kindly be noted that the final year university examinations scheduled during July 2020 are postponed due to the present Covid scenario and the finalized dates of the same are yet to be declared.

Kindly intimate further details of the same.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

----- Forwarded message -----

From: **University.Relations** <university.relations@quest-global.com>

Date: Fri, May 29, 2020, 3:44 PM

Subject: QuEST Global - Updates on Campus Selects

To: ssset@scmsgroup.org <ssset@scmsgroup.org>, varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Cc: Karthika Sreelatha <Karthika.Sreelatha@quest-global.com>

Hello,

Hope you are doing well and keeping safe.

Over the past few weeks, we have been witnessing unprecedented damage and untold misery to mankind all across the world. Thousands of people have lost their lives all over the world. While there is a lot more uncertainty to this dangerous pandemic humankind has ever witnessed, one thing we are all certain is that life is never going to be the same again in the foreseeable future.

Unfortunately, the virus has impacted the lives of people around the world, it is also impacting businesses on a massive scale. QuEST too has not been immune from the impact. Some lines of our business have been impacted and we have taken tough decisions such as suspending major hiring, managing costs, and optimizing the workforce. We also have re-prioritized our plans for the year, and currently we are focusing on doing what it takes to successfully maneuver through this crisis.

After careful assessment of the current business challenges, we regret to inform you that we are unable to honor the Offer of Employment made to you previously. The position for which they were interviewed and selected, has been put on hold until further notice.. However, we are in the process of putting together training content that will make them industry ready and help secure their future employment. Details of the same will be shared with them a little later.

We want you to know that if the business situation changes in the future, first employment preference will be given to them, should they choose to work with us.

We request your understanding at this time, and hope to welcome the candidates to the QuEST family in the future.

Please email us if you have any questions. Stay Safe!

The students that we will be going ahead with:-

Student name	Email
Laya Prathap	layaprathap123@gmail.com
Gayathri Jayakumar	gayathri98@gmail.com
Risa Shekeen	risasherinc@gmail.com
Mohammad Fallah	falahyusufhamza@gmail.com

Intent to offer Employment

Dear Avin M S,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Chaithra C V,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

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(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Gayathri Jayakumar,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

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(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Mohammed Falah Yusuf Hamza,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

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Intent to offer Employment

Dear Risa Shereen,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC): 3.00 LPA**
- **Bonus : INR 25000 (On completion of a year)**
- **Location: All QuEST Global offices (as per business requirement)**
- **Working Hours : 45 hours/week (9 hours/day)**
- **Bond: 2 years**

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- **Background Verification Check.**
- **Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining**

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

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(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Rose Mathew,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Jayashyam J,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC): 3.00 LPA**
- **Bonus : INR 25000 (On completion of a year)**
- **Location: All QuEST Global offices (as per business requirement)**
- **Working Hours : 45 hours/week (9 hours/day)**
- **Bond: 2 years**

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

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For QuEST Global

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Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Preethy Somarajan,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear Anwin Francis,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

Intent to offer Employment

Dear *Aravind Prathap*,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.54 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 85% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

AP
15/11/2019

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of Intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupons	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	1,155	17,560
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	10,405	244,860
Retirement Benefits		
(J) PF	1,400	21,600
(K) Gratuity	712	8,568
(L) RETIREMENT BENEFITS : (L = J+K)	2,112	30,168
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = J+L+M+N)	25,000	300000
Other Benefits		
(P) Shift Allowance ***		54000
(Q) TOTAL COST TO COMPANY (TCC) : (Q = O+P)		354,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QUEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.



Intent to offer Employment

Dear Laya Prathap N,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

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Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

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Intent to offer Employment

Dear Sanjay Shaji,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 45 hours/week (9 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

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Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/EX GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

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sset last name <sset@scmsgroup.org>

Sutherland Campus Invite - SCMS School of Engineering and Technology!

1 message

ChandraShekhar G3 <ChandraShekhar.G@sutherlandglobal.com>

Tue, Jan 14, 2020 at 4:40 PM

To: SSET <sset@scmsgroup.org>

Cc: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Dear Mr. Varun,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at www.sutherlandglobal.com,

and follow us on FB www.facebook.com/SutherlandGlobalServicesIndia/

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive on the **15th Jan'20** at your esteemed institution.

-

Pre-requisite

-

Graduates/ Three year Diploma Holder
Basic computer knowledge in Hardware, Operating Systems and Networking
Aptitude for troubleshooting Desktops/ Laptops
Excellent spoken and written English communication skills
Open to work in Rotational shifts

Work Location	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Airoli)
Salary	Up to 2.50 L (Fresher's)

-

Interview process

Presentation	A presentation on Sutherland - 40 to 45 mins
Non-voice Screening	Essay writing
Initial Screening	JD/ one on one conversation in batches of 20 - 25 students - approx 45 mins per batch
Communication Assessment	Telephonic interview for those who cleared initial screening - 10 to 15 mins per candidate
HR Interview	Candidates clearing communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. **An auditorium with LCD Player** (For the Presentation)
2. **Audio & Video system** (to play videos)
3. **Printouts of non-voice assessment sheet for all participating candidates** (attached word file)
4. **Classrooms** (For initial screening)
5. **Database of eligible candidates**(Use preferably the format shown in the attached excel file)

Regards,



Chandra Shekhar G

Director & Head, Graduate Campus Hiring

SUTHERLAND

M: +919566032427 **E:** chandrashekhar.g@sutherlandglobal.com

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

2 attachments



Campus Non-Voice Sheet.docx

13K



Final Year Data Base.xlsx

15K



sset last name <sset@scmsgroup.org>

Follow up details of Sutherland - Campus recruitment

1 message

SSET <sset@scmsgroup.org>

Sat, Jun 27, 2020 at 2:47 PM

Bcc: abhijiths13@yahoo.com, athuks.plm@gmail.com, Aziya Tabassum <aziya.tabassum@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, Harshith S <hr00019@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, rifas muhammed <rifasmuhammed007@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, tintu.abhi@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnaair98@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, reshpkkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, spsivanperumal@gmail.com, vismayanair2025@gmail.com, anaghaanil07@gmail.com, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, "Salini Menon K.P" <salini0025@gmail.com>, sreelekshmija1997@gmail.com, swathyrajeevpilm@gmail.com, amalkrish11na@gmail.com, appukshaji132@gmail.com, Arjun G Nair <arjungn3@gmail.com>, binil2407@gmail.com, Harikrishnan PR <harikrishnanpr14@gmail.com>, Rayan Joseph Jaise <rayanjaise@gmail.com>, arundhathisnair98@gmail.com, ayishaashraf03@gmail.com, drishyajolly8@gmail.com, jamshyazeez18@gmail.com, kavya.kuttan20@gmail.com, Krishnadev Vinod <kichuvinod01@gmail.com>, tamim0010@gmail.com, Saran R Nair <saranrnair@gmail.com>

Dear Students,

Please find the below mail regarding the follow up details of Sutherland offer extended to you. If you didn't receive the call from Sutherland, even after completing your final university examinations, you can contact Ms. Silviya for any further clarifications,

Moreover, once you receive the joining date and joining letter, must share the same with sset@scmsgroup.org, without fail.

Thanks and regards

Sujitha Vinod
Secretary Placements
SCMS School of Engineering and Technology

----- Forwarded message -----

From: **Silviya T**
Date: Fri, Jun 26, 2020 at 2:54 PM
Subject: Sutherland - Campus recruitment
To: <sset@scmsgroup.org>

Hi,

I hope this email finds you safe and healthy.

We will be considering the further formalities of the shortlisted students after their completion of examinations.

Please do inform the **students that they will be receiving a call post completion of their examination**. You can also share my **contact details** mentioned below with them;

Mobile Number -9495295759

Thanks & Regards,
Silviya T
Talent Acquisition
Sutherland



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SBET**

Date : **15-01-2020**

Dear **AYISHA ASHRAF - CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date : **15-01-2020**

Dear **JAMSHY AZEEZ -CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

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- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
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Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No : +91 44 4200 7864
CIN:U72200TN2000PTC045578



PROVISIONAL OFFER LETTER

Campus Name: **SEET**

Date : **15-01-2020**

Dear **KAVYA P - CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No. 16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities.

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4200 7884
CIN:U72200TN2000PTC045578

Date:05-10-2020

Welcome Note

Dear **Ms. Meera R Nair**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

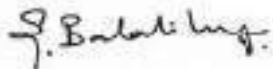
To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Date: 05-10-2020

To,
Ms. Meera R Nair,
Empcode -1459282

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Associate, for a fixed period of employment, on the following terms and conditions:

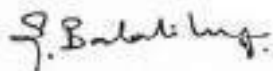
1. Your contract of employment shall be valid for a period of 6 months from 26-09-2020 to 25-03-2021. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time.
6. You will be covered under a Medical Insurance upto 100000 per annum and Group Accident Insurance Scheme of 200000 & Group Terms Life Insurance of 0. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy,during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Sutherland Global Services Pvt Ltd. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 15 days notice in writing or salary in lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Acceptance:

I Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Date: 05-10-2020

Ms. Meera R Nair,
Empcode -1459282

DEPUTATION LETTER

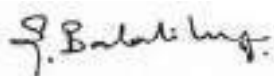
Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Sutherland Global Services Pvt Ltd with effect from 26-09-2020 at their KOCHI office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 26-09-2020, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from Sutherland Global Services Pvt Ltd and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Sutherland Global Services Pvt Ltd.
5. You shall be bound to follow the working hours of Sutherland Global Services Pvt Ltd.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside Sutherland Global Services Pvt Ltd and use such information only in connection with the service provided to Sutherland Global Services Pvt Ltd.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Sutherland Global Services Pvt Ltd. This arrangement is purely a contractual agreement between Randstad and Sutherland Global Services Pvt Ltd for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Sutherland Global Services Pvt Ltd or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Sutherland Global Services Pvt Ltd entrusted to you in the due discharge of your duties and shall indemnify Sutherland Global Services Pvt Ltd when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Schedule A

Assignment Details of Meera R Nair

Name	Meera R Nair
Client Name	Sutherland Global Services Pvt Ltd
Place of Deputed	KOCHI
Designation	Associate
Start date of Assignment	26-09-2020
End date of Assignment	25-03-2021

Annexure 1: Salary Break - Up Details

Component	Monthly	Yearly
Basic	6,630.00	79,560.00
House Rent Allowance	2,652.00	31,824.00
Statutory Bonus	583.00	6,996.00
Child Education Allowance	200.00	2,400.00
Driver Salary	795.00	9,540.00
Vehicle Reimbursement	2,400.00	28,800.00
Gross Salary	13,260.00	159,120.00
Employer's Contribution to ESI	431.00	5,172.00
Employer's Contribution to EPF	1,203.00	14,436.00
Insurance	86.00	1,032.00
CTC (Cost to the company)	14,980.00	179,760.00
Employee's Contribution to EPF	1,203.00	14,436.00
Employee's Contribution to ESI	100.00	1,200.00
Net-Take Home	11,957.00	143,484.00

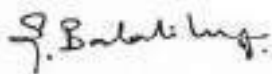
Rs.3000/- towards retention bonus on completion of 5 months contract

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By



Authorized Signatory
Balakrishnan S
Head - HRSSC

Meera R Nair

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

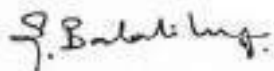
General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices or send an e-mail with scanned copy of the proofs mentioned to flexicare@randstad.in mentioning "bank account details" in the subject line of the mail.
3. You will have to provide your PAN card details within 15 days of your date of joining
 - a. In case, you don't have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
 - b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, regarding the same you can send an email to flexicare@randstad.in referencing your RIPL employee ID.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accept or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstad's Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are redeployed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to your work

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www.randstad.in

in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.
4. Understand accident report procedures at your work site.
5. Always let someone know, where you are going and your expected time of return.
6. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

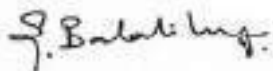
As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. To stop working and leave the area if you think you are in danger.
4. To inform your employer about health and safety issues or concerns.

Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.
2. Do not overload electrical outlets.
3. Do not expose electric conduits/plugs/sockets to water.
4. If your work requires you to lift weight frequently, understand load management procedures at work.
5. Do not operate machinery unless you have been trained and authorized to do so.
6. Never throw anything from any height.
7. If you use tools as part of your work use only the right and authorized tools.
8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.
9. Cooperate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

CODE OF CONDUCT

This Code of Conduct describes and summarizes the standards of business conduct for Randstad and also highlights the importance of ethical value in conducting the business affairs of Randstad.

Randstad would also review all applicable Randstad policies and procedures from time to time. This Code of Conduct is subject to modification. It may be updated as and when needed and the employee hereby agrees to accept the terms of such revised documents.

The Employees of Randstad are expected to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct. The honest conduct would be a conduct that is free from fraud or deception. Interactions with the clients, candidates, co-employees and any other individual shall be conducted in accordance with the standards mentioned.

It is the policy of the Company to conduct all of its business in an honest and ethical manner. In doing business anywhere in the world, neither the Company nor any employee or an entity associated with the Company shall offer, pay, promise, authorise or receive any bribe or other illicit payment or benefit in violation of any of the Anti-corruption Laws of the Country or the anti-corruption laws of any other nation in which the Company does business or renders services. This shall form part of the Company's Code of Conduct and Business Ethics.

The Employee agrees that he/she shall devote his/her full attention to the activities of Randstad and shall not, either during the term of the Employment or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by Randstad. The Employee further agrees that at any time during the subsistence of the Employment or for a period of six months subsequent thereto, the Employee shall not offer employment or consultancy or otherwise solicit the Employees of Randstad to work with him/her or any employer where he or she is employed.

It is not practical and possible to list all situations in which conflict of interest may arise, however, following examples of situations, which may constitute a conflict of interest, are provided for your perception regarding the nature and scope of the term a conflict of interest:

1. Engaging in any activity that interferes with your performance or responsibilities to Randstad
2. Accepting simultaneous employment with a Randstad supplier, customer, developer or competitor or taking part in any activity that enhances or supports a competitor's position
3. Conducting the business of Randstad with relative or with a business in which a relative is associated in any significant role
4. Accepting any offer, payment, promise to pay, or authorisation to pay any money, gift or anything of value from customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision, any act or failure to act, any commitment of fraud, or opportunity for the commission of any fraud.
5. Competing, directly or indirectly, with Randstad for the purchase or sale of the property, products, services or other interest. This Code of Conduct is part of the Corporate Governance of Randstad which extends equal opportunities to men and women at work, adhering to all legal compliances. Randstad's policy of transparency among employees are enabled through various HR practices including appraisals and performance evaluation, with adequate health and safety policies in place protecting the employee and the environment with a spirit of working together for the National interest.
6. You will be eligible for leave as per the client's company policy, during the period of your contract of employment.
7. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

Protection Of Confidential Information

All confidential information must be used for the purposes of Randstad. All Employees of Randstad must protect and respect the Intellectual property rights including the intellectual property rights of the clients of Randstad. Any violation of the intellectual property rights of any of the third parties in the capacity of a employee of Randstad shall be treated as illegal and shall be subject to legal action. The obligation to safeguard the proprietary and confidential information continues to exist even after leaving the employment of Randstad. Each of the Employees has liability to return all corporate confidential information in possession while leaving Randstad. They shall not be destroyed by any employee even while leaving Randstad, which shall amount to infringement of the Intellectual property rights of Randstad.

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Protection And Use Of Randstad's Assets

All Employees are responsible for protecting and for appropriate use of the assets of Randstad. The Employees must safeguard the assets of Randstad against loss, damage, misuse or theft. Any violation of this aspect of the code will subject to the disciplinary action up to and including termination of the employment or business relationship. The assets of Randstad including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of Randstad, hardware and software and all other electronic communication devices, must be utilized in legal, ethical and appropriate manner. Unauthorised usage of Randstad's assets to deal with any illegal transaction shall be subject to legal action.

Protection And Use of the Client's Assets

All Employees are responsible for protecting and for appropriate use of the assets of the client where the Employee is stationed. The Employees must safeguard the assets of the client against loss, damage, misuse or theft. The assets of the Client including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of the Client, hardware & software and all other electronic communication devices, must be utilised in legal, ethical and appropriate manner. Further, the Employee shall refrain from any unauthorised use, access, disclosure, alteration and/ destruction of information systems including but not limited to CV database, CV database, client's JD/JS details, client's CTC policy and break-ups, and any other confidential information, written or oral, whether or not, specified explicitly by the Client.

Employee Developments

The Employee agrees to communicate to Randstad as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with Randstad and for a period of 1 [one year] thereafter for the purpose of determining Randstad's rights in such Employee Developments.

press releases

The Employee shall not put out any press or other media release or make any public announcement or statement relating in anyway to the business of the Client/Randstad, the activities of the Client/Randstad and for such other information without the prior written consent of the authorised personnel.

Disciplinary Actions

It is expected from all Employees covered under this Code of Conduct that they will adhere to the principles and rules laid down in this code. The appropriate disciplinary action will be taken against the delinquent Employee who is found to violate these principles and policies or any other policy of Randstad. The disciplinary action may include immediate termination of employment, appropriate legal action or severing of business relationship at Randstad's sole discretion. Randstad will recover any loss suffered by it due to violation of the provisions of this code by any delinquent in legal manner. All Employees are encouraged to report any suspected violation promptly.

(The Employee)

By

.....

Name

Meera R Nair

Title

Associate

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Non-Disclosure Agreement

This Non-Disclosure Agreement is made and entered on this 26-09-2020 day of 2020 at KOCHI by Mr/Ms Meera R Nair Son/Daughter of Rajeevalochanan E P aged about 22 years and residing at Edakala House, Elenthikara P O Ernakulam District, 683594 Kerala, Kerala, 683594 hereinafter referred to as employee.

To

Randstad India Ltd. a company incorporated under the Companies Act, 1956 and having its registered office at Old No.5&5A, No.9, Pycrofts Garden Road, Nungambakkam, Chennai - 600 006, Ph: 044-6622 7000

WHERE AS

Randstad India Ltd. is a subsidiary of Randstad Holding NV, Netherlands and includes its other subsidiaries like Randstad Executive Search Ltd, Minvesta Infotech Ltd in India and such other Foreign Subsidiaries across the globe. This NDA is intended to maintain the confidentiality of all such confidential information available to all the EMPLOYEES of the Group. Essentially this NDA applies to whichever Group of Company, the EMPLOYEE is employed with, irrespective of his/her employment in maintaining the confidentiality of the available confidential information.

In the above context, the Group Company which has employed the Employee shall hereinafter be construed as "Company", which expression shall include the group companies within the context and meaning of this NDA agreement to maintain the confidentiality by the Employee. This expression shall hold good for the purpose of this NDA only and not in any other context of interpretation.

WHERE AS

1. The Company has offered and the Employee has agreed to take up employment with the Company under the terms and conditions set out in the letter of Appointment the ("Employment Agreement").
2. In accordance with the terms of the Employment Letter, the Employee hereby executes this Non-Disclosure Agreement with regard to the confidential information and the competition obligations of the Employee.

NOW THE PARTIES AGREE AS FOLLOWS

For the purpose of this Agreement, the term "Confidential Information" shall mean and include any and all tangible expression of information including all written or oral disclosures made by the Company to the Employee, provided to the Employee by the Company or parent, subsidiary, group company or customer of the Company or otherwise received by the Employee in the course of his/her employment with the Company or any intellectual property belonging to the Company, and shall specifically include, without limitation, pricing, methods, processes, financial data, technical data, lists, products, trade secrets, know-how, photographs, plans, notes, renderings, journals, notebooks, computer programs, computer readable video, audio or sound files, and samples relating thereto as well as any confidential or proprietary information owned by any other person or entity and furnished by such person or entity pursuant to an undertaking to maintain the same in confidence.

The Employee agrees that he/she shall, at all times, during the term of his/her employment with the Company hold the Confidential Information in trust for the Company and shall not in any manner use, transfer, publish, disclose, or report the Confidential Information directly or indirectly, except to other Employees of the Company or to authorised third parties as may be necessary in the ordinary course of the duties of the Employee for the Company or otherwise as directed by the Company.

The Employee represents that his/her performance of the terms of this Agreement and his employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by him/her in confidence from any third-party. The Employee represents that he has not entered into, and agrees not to enter into, any agreement in conflict with this Agreement or which in any way prohibits his performance of or restricts his ability to perform his obligations under this Agreement. The Employee has not brought, and agrees he/she will not bring, with him/her to the Company for use in his/her employment with the Company any materials or documents of a former employer or any other person or entity for whom he/she has provided services (paid or unpaid) that are not generally available to the public unless he/she has obtained express written authorisation from the former employer or other person or entity for whom he/she has provided such services for their possession and use.

The Employee agrees that if his/her employment is terminated at any time during or at the end of the probationary period as provided in the Employment Letter, the provisions of this Agreement shall continue to remain binding on the Employee.

The Employee agrees that he/she shall not for a period of three years from the date of termination of the Employment Letter, directly or indirectly, disclose, transfer, or use any Confidential Information, except with the prior written consent of the Company or except, in accordance with the provisions of Clause 6 hereunder, when so required pursuant to a valid and subsisting order of a court or other judicial, quasi-judicial or government body.

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If the Employee is required, either during his/her employment or at any time within the three-year period specified in Clause 5 above, to disclose Confidential Information pursuant to a valid and subsisting order of a court or other judicial, quasi judicial or government body, the Employee shall, forthwith, upon receiving notice of the requirement of such disclosure, give adequate notice to the Company thereof so as to allow the Company a reasonable opportunity to limit such disclosure. In any event the Employee, in making such disclosure shall only disclose such information as maybe absolutely necessary and only to the extent expressly required by the court or other judicial, quasi judicial or government body.

The absence of any marking or statement that a particular item of information is Confidential Information shall not affect its status as Confidential Information. The Employee shall bear the burden of proving that, that information is not Confidential Information.

All notes, proposals, documents, data, floppy disc(s), zip drives, tapes, reference items, sketches, drawings, memoranda, records, and other materials and media in any way containing any Confidential Information or related to the Confidential Information or otherwise to the Company's business shall belong exclusively to the Company. The Employee shall make copies of such material only if absolutely necessary in the course of the Employee's employment with the Company or otherwise for the benefit of the Company. The Employee hereby undertakes to return to the Company all copies of such materials in the Employee's possession or under the Employee's control at the request of the Company or, in the absence of such a request, upon the expiry of the terms of this Agreement.

The Employee represents and warrants that the performance by him/her of all of the terms of this Agreement and any services to be rendered by him/her as an Employee of the Company do not and will not breach any fiduciary or other duty, covenant, or agreement relating to any proprietary information, knowledge of data acquired by the Employee in confidence, trust, or otherwise, prior to the Employee's employment by the Company to which the Employee is a party or by the terms of which the Employee may be bound. The Employee covenants that he/she shall not, during his/her employment with the Company do any act or deed which conflicts with the provisions of any prior contract or agreement. The Employee further

covenants and agrees not to enter into any agreement or understanding, either written or oral, in conflict with the provisions of this Agreement. The Employee shall promptly disclose to the Company and assign in favour of the Company in such form and manner as the Company may reasonably require all

1. inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trade marks, trade names, logos, art work, slogans, know-how, processes, source code, application development, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefore), and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages whether now existing or subsequently developed by the Employee ("Employee Developments") and
2. such information and data pertaining to the business, operations, personnel, activities, financial affairs, and other information relating to the Company and its customers, suppliers, Employees and other persons having business dealings with the Company as maybe reasonably required for the Company to operate its business ("Proprietary Information"). It is understood that the Employee Developments and the Proprietary Information is proprietary in nature and shall be for the exclusive use and benefit of the Company, shall be and remain the property of the Company both during the term of employment with the Company and thereafter and shall be held in trust by the Employee for the sole right and benefit of the Company. If so requested by the Company, the Employee shall execute and deliver to the Company any instrument as the Company may reasonably request to effectuate the assignment of any such Employee Developments or Proprietary Information to the Company or to otherwise evidence, establish, maintain or protect the Company's right, title and interest thereto. Without limiting the generality of the foregoing, the Employee hereby releases and waives and assigns to the Company any and all claims and rights which he/she has against the Company in respect of the Employee Developments, including without limitations, technology, know-how, licences or other proprietary rights or processes of the Company.

The Employee agrees to communicate to the Company as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with the Company and for a period of [one year] thereafter for the purpose of determining the Company's rights in such Employee Developments. During the term of his/her employment and thereafter, the Employee will assist the Company and/or its nominees or assigns (without charge but at no expense to Employee) in every lawful way to obtain, maintain and enforce any and all intellectual property rights and protections relating to all Employee Developments, including by executing relevant documents. Employee hereby irrevocably designates and appoints the Company and its duly authorised officers and agents as his/her agent and attorney in fact to execute and file any and all applications and other necessary documents and to do all other lawfully permitted acts to further the prosecution, issuance or enforcement of patents, copyrights, trade secrets and similar protections related to such Employee Developments with the same legal force and effect as if the Employee had executed them himself/herself.

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The Employee agrees that he/she shall devote his/her full attention to the activities of the Company and shall not, either during the term of the Employment Letter or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by the Company. The Employee further agrees that at any time during the subsistence of the Employment Letter or for a period of six months subsequent thereto the Employee shall not offer employment or consultancy or otherwise solicit the Employees of the Company to work with the Employee or any employer of the Employee.

The breach alleged or otherwise, by the Company of any obligation arising or in any manner owed by the Company to the Employee shall not affect the validity or enforceability of the Employee's covenants/obligations set forth in this Agreement.

The Employee understands that the Company shall suffer irreparable harm and injury in the event the Employee breaches any of its covenants/obligations under this Agreement and that money damages shall be inadequate to compensate the Company for such breach. Accordingly, in the event of any breach or threatened breach by the Employee of any of the provisions of this Agreement, the Company, shall in addition to and not in limitation of any other rights, remedies or damages available to the Company at law or in equity, be entitled to a temporary restraining order, preliminary injunction and permanent injunction in order to prevent or to restrain any such breach by the Employee, or by and/or all persons directly or indirectly acting for, on behalf of, or with, the Employee.

Notwithstanding anything contained in this Agreement, the obligations of the Employee and the rights of the Company arising hereunder shall be deemed to have commenced upon the date of the execution of the Employment Letter regardless of the actual date of execution of this Agreement and shall continue to remain in full force and effect and continue to be binding upon the parties until the expiry of three years from the date of termination of the Employment Letter unless the parties mutually agree to extend such confidentiality period

If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this Agreement, or comprising an integral part of, or inseparable from the remainder of this Agreement.

IN WITNESS WHEREOF these presents have been executed by the parties hereto on the day and year first herein above written.

(The Employee)

By

.....

Name

Meera R Nair

Title

Associate

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

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Self-Declaration & Undertaking form

Name: Meera R Nair
Employee ID: 2170104
Designation: Associate
Service Function / Vertical :
Centre / Location : KOCHI

Sub: Acceptance of Established policies and affiliated risks

I hereby Confirm that I have read through the Randstad and applicable client policies & procedures. I understand its implication to the fullest and hereby confirm to the fact that i would be held personally responsible for actions done, in contravention to established policies and procedure.

Signed

Date



PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date : **15-01-2020**

Dear **NIKHITHA TITUS -ECE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date: **15-01-2020**

Dear **RESHMA RADHAKRISHNAN -ECE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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- Medical Fitness Certificate- saying you are fit enough to work in night shifts
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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
The Gateway Office Part, IT/ITES SEZ, Block -A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4200 7864
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15-01-2020

Dear VISMAYA P - ECE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15 - 01 - 2020

Dear SALINI MENON K P - EEE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



sset last name <sset@scmsgroup.org>

Recruitment of UST Global

2 messages

Placement Cell FISAT <placements@fisat.ac.in>
To: Bejoy EC FISAT <bejoyvarghese@fisat.ac.in>
Bcc: sset@scmsgroup.org

Tue, Feb 18, 2020 at 10:11 PM

Dear Sir,

This is to confirm the recruitment of UST global at our campus on 20th and 21st February 2020.

Date: 20 Feb 2020 & 21st Feb 2020

Reporting time: 8:15 AM on 20th Feb 2020

Test and GD will be conducted on 20th and interviews on 21st. Since this is a pooled drive, please advise your students to be ready to stay late and make their own arrangements for transportation and accommodation.

Please ensure that the students meet the eligibility criteria mentioned below.

Eligibility Criteria

Graduation: B.Tech / B. E

Post-Graduation: M. Tech / M.E / MCA

Stream: Computer Science, Electronics, Information Technology, Information Science, Electrical & Computer Application

Year of Passout: 2020 Graduates

Back Logs: Maximum two backlogs while attending the recruitment drive and no standing backlogs during the time of joining

Cut Off Marks: Consistent academic track with 60 % or above / 6.4 CGPA or above (10th, 12th, Graduation, Post-Graduation)

Work Location: Can be any location of UST Global

Recruitment Process

Online Test

Group Discussion

HR / Final Interview

(Online Test & Group Discussion will happen on Day 1 and for the shortlisted candidates, HR / Final Interview will be on Day 2 at the same venue)

Requirement from students on the day(s) of the event (All the below said is mandate to attend the recruitment drive)

One copy of updated resume

Two copies of candidate recent photograph

College ID proof with photo and a Xerox copy of the same

Valid Email ID and Contact Number

University Register Number / Roll Number

Thanks,

--

Unni Kartha G

Placement Officer

Federal Institute of Science and Technology (FISAT)

Hormis Nagar | Mookkannoor P O | Angamaly

Kerala | Pin 683577

Ph : 0484 2725 275

Mob: 098463 87772

Email: placements@fisat.ac.in | unnikartha@gmail.com

sset last name <sset@scmsgroup.org>

Sun, Sep 19, 2021 at 4:39 PM

10/9/21, 3:20 PM

SCMS Group of Institutions Mail - Recruitment of UST Global

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

Sl.No	Candidate ID	Candidate Name	Gender	DOB	Mobile
34	16179028	Arathi P S	Female	22-Feb-1998	+91 8086394437
35	16178514	Livin Anto Nellisserry	Male	07-Dec-1998	+91 8281827308
36	16179030	Aswin S Unnithan	Male	28-Aug-1998	+91 8281870334
37	16179072	Deepa Varghese Pattath	Female	23-Mar-1998	+91 8111816292
38	16179091	Diya K Dayal	Female	24-Jun-1998	+91 9946456946
39	16179083	Rajath Pramod	Male	05-Apr-1998	+91 8301878449
40	16179080	Subramanian L	Male	18-Mar-1998	+91 8891656779
41	16179036	Sivanayyan P	Male	27-Mar-1998	+91 8089102546

College	Batch
SCMS Engineering and technology	2020
SCMS School of Engineering and Technology	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020
Scms School of Engineering and Technology	2020
SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	2020

Branch	Degree	Degree %
Electrical and Electronics	B.Tech	66
Electronics and Communication	B.Tech	67
ELECTRICAL AND ELECTRONICS	B.Tech	68
ELECTRONICS&COMMUNICATION	B.Tech	72
computer science	B.Tech	78
ELECTRICAL AND ELECTRONICS	B.Tech	78
Computer Science and Engineering	B.Tech	66
electronics and communication engineerin	B.Tech	77



UST/SO00059071-1-2-1/696677

January 7, 2020

Ramees Salim
Aluva

Sub: Letter of Offer

Dear Ramees,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with **US Technology International Pvt Ltd.** ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as **"Assoc. Product Dev. Engineer", A1.**

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.**600,000.00/-** (Rupees **Six Lakh**) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.**30,000.00/-** (Rupees **Thirty Thousand**) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: –

- (i) Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- (ii) On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- (iii) You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts/prohibits or debars you from accepting the offer made by US Technology.
- (iv) That no amounts will be due and payable by you to your previous employer/s.
- (v) On joining our employment, that you do not have in your possession, nor have you failed to

return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items belonging to your previous employer/s.

This offer will be valid till **July 20, 2020**. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before **July 20, 2020**. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.



If you accept this offer of employment, you are required to join your employment on or before **July 20, 2020**. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for **US Technology International Pvt Ltd**

Accepted

A handwritten signature in blue ink, appearing to read "Vinesh George", with a horizontal line drawn underneath.

Vinesh George
Group Manager HR

Ramees Salim

Encl : Annexure 1
Annexure 2



Annexure 1 (A)

Name: Ramees Salim,
Designated as: "Assoc. Product Dev. Engineer"

Components	Monthly Salary	Annual
Basic Salary	14,250.00	171,000.00
House Rent Allowance	5,700.00	68,400.00
Education Allowance	200.00	2,400.00
Bonus Ex-Gratia	2,750.00	33,000.00
Other Allowance	22,087.50	265,050.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	712.50	8,550.00
Total Monthly Gross	47,500.00	570,000.00
Variable Pay		30,000.00
Cost to the Company (CTC)		600,000.00

***** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.**



sset last name <sset@scmsgroup.org>

Wipro Elite National Talent Hunt 2020-Registration

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Sep 23, 2019 at 3:04 PM

<https://careers.wipro.com/elite-nth.aspx>

--
Best Regards,

Dr. Varun G Menon

Associate Professor - Computer Science and Engineering
Corporate Relations and International Collaborations-in charge
ACM Distinguished Speaker
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Karukutty, Ernakulam, Kerala, India - 683 576
Office: +91-484-2450330 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>



SSET <sset@scmsgroup.org>

Mon, Sep 23, 2019 at 3:11 PM

Bcc: Aanand Hari <aanandhari12@gmail.com>, aaronfernz@hotmail.com, abdulsamadsait07@gmail.com, abhijithanilkumar1801@gmail.com, abhijith.anil@gmail.com, abhijiths13@yahoo.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Adarsh Viswanath <adarshviswanath1998@gmail.com>, aiswaryavinod066@gmail.com, Ajay KS <ajayks1729@gmail.com>, akshayajith9981@gmail.com, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, amelindenny@gmail.com, MASS Media <anandhu070@gmail.com>, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Ann Maria <annmaria1419@gmail.com>, Anson Pinhero <ansonpinhero@gmail.com>, anwindavid@gmail.com, Arjun Ghosh <ghosharjun23@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, ashilshanavas@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, athuks.plm@gmail.com, athiratheres97@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, kumarathul63@gmail.com, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, Bhavya Vijil <bhavyavijil@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Chaithra Cv <cvchaithra50@gmail.com>, CHINMAY KRISHNA <chinmaykrishnas@gmail.com>, CHRISTINA ROSELINE <xinarose123@gmail.com>, David Paul <davidpthavoo@gmail.com>, diya kd <diyakd1998@gmail.com>, fasnafas1247@gmail.com, Ganesh Babu <gbabu387@gmail.com>, gayathri98@gmail.com, gayathri mulloth <gayathrimulloth789@gmail.com>, Gokul Das <gokuldas1303@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, gopikavgk@gmail.com, hudaif747@gmail.com, Isham Mohamed <mail.to.isham@gmail.com>, Jackson K George <jacksonkgeorge28@gmail.com>, JJ innovationz <jerinjosepthuserry7@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirithi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, "Akarsh .M" <akarsh2868@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, falahyusufhamza@gmail.com, gnaijith78@gmail.com, Namisha Nazeer <namisha123@gmail.com>, Nandu Shaji <nandushaji099@gmail.com>, Navaneeth Asok <asok.navaneeth@gmail.com>, navya shali <navyashali1@gmail.com>, nidhunacheriyedath@gmail.com, Nikil S Kumar <nikilskumar4444@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pranavprakash997@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, Prashant G <prashantganesh007@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, Richu Sabu <richusabu254@gmail.com>, rifas muhammed <rifasmuhammed007@gmail.com>, risa shereen <risasherinc@gmail.com>, Rosemary Chakiath <rosemarybinny246@gmail.com>, rose mary joy <rosemaryjoy1997@gmail.com>, Rose Mathew <rosemathew1998@gmail.com>, roweenajames7572@gmail.com, sajiniatalin007@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, sara abraham

<sara.abraham12@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Sebin Ignatius <sebinignatious@gmail.com>, Shamil p <shamilp619@gmail.com>, Sherin Philip <sherinphilip3@gmail.com>, shwe jacob <shwejacob@gmail.com>, Sibin Varghese <sibinvarghese1@gmail.com>, sidharthk97india@gmail.com, rejikumarsilpa6@gmail.com, Sreelakshmi Prasad <sreelakshmiPrasad77@gmail.com>, Sreelekshmi S <sreelekshmisreelechu@gmail.com>, Arun L <arun.lsubramanian@gmail.com>, thusharapt1997@gmail.com, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, Vishal M Nair <mnvishal25@gmail.com>, vishnupriya8017@gmail.com, vishnuramesh19@gmail.com, vivekcvarghese123@gmail.com, Abhilash Aravath <abhiaravath3@gmail.com>, tintu.abhi@gmail.com, aishwarya nair <aishwarya.nair98@gmail.com>, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpspunnilath@gmail.com>, akhilsalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, ancyajohny1998@gmail.com, aneenaaneer@gmail.com, ANJUSHA FRANCIS <jesanjushafrancis@gmail.com>, ANNMARY JOSE <annmaryjose1999@gmail.com>, Ann Rose Paiva <annrosepaiva@gmail.com>, anoojabenny15@gmail.com, arjun gosh <arjungosh6@gmail.com>, aswathy.nair301198@gmail.com, aswathysujatha98@gmail.com, athiraanilkumar60@gmail.com, Athul Antony <athulantony23@gmail.com>, ayanaappengal@gmail.com, chinjupaul6@gmail.com, christinemathewvm@gmail.com, chaithanyavikraman19@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyaroockz8299@gmail.com>, rizafathimaka@gmail.com, shirinunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, Geswin Babu <geswinbabu98@gmail.com>, hafismukalel@gmail.com, hari.krishnan412@gmail.com, Jayashyam Jp <jayashyamjpvs@gmail.com>, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpj55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnair98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitisatish@gmail.com>, Nourin Nooruddeen <anfusanfu@gmail.com>, Preethy Somarajan <preethys98@gmail.com>, reshpkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, Sangeeth Sg <sangeethsg1011@gmail.com>, sharathjoseph65@gmail.com, shruthi nair <shruthisn98@gmail.com>, spsivanperumal@gmail.com, Sreelakshmi Sukumaran <sreelakshmi.sukumaran@gmail.com>, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, ais861998@gmail.com, AJIN P THOMAS <ajinp1998@gmail.com>, itsmeh4343@gmail.com, akhineshk777@gmail.com, akshay Dhanesh <akshaydhanesh121@gmail.com>, Alen Jacob <alenkotkar@gmail.com>, anaghaanil07@gmail.com, anjualbert1998@gmail.com, anwin francis <anwinfrancis281@gmail.com>, arathips004@gmail.com, Aravind Prathap <aravindprathap06@gmail.com>, achu10cr7@gmail.com, Arun Shaji Abraham <arunsa238@gmail.com>, Aswin Unnithan <aswinunnithan@gmail.com>, Athul Biju <athul.98@rediffmail.com>, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, Jeffin Jose <jeffinjose05@gmail.com>, jeswinsteephen97@gmail.com, jibin thomas <jibinthomas680@gmail.com>, JOE JOSEPH NELSON Nelson <joejoseph.nelson47@gmail.com>, mdshl29@gmail.com, lakshmi11091997@gmail.com, Laya Prathap <layaprathap123@gmail.com>, limshashaju1998@gmail.com, Rafeeqe Ibrahim thoppil <rafeeqe97emj@gmail.com>, Nidhal Nazar <nidhalnazar80@gmail.com>, rajathpramod@gmail.com, Ramees Salim <salim.ramees@gmail.com>, rinsa.rinu723@gmail.com, robin08021998@gmail.com, sachinsdp2298@gmail.com, "Salini Menon K.P" <salini0025@gmail.com>, sanjay vinu <sanjayvinu9@gmail.com>, sanjay shaji <thisissanjayshaji@gmail.com>, "Shaheen .T.R" <123shaheentr@gmail.com>, Shimnaak Ak <shimnaak21@gmail.com>, shyam krishnan <shyamkrishnan23@gmail.com>, mrsreedevi8@gmail.com, sreelekshmi1997@gmail.com, Sruthila asokan <sruthilaasokan@gmail.com>, swathyrajeevpilm@gmail.com, Tony Tomy <tonyveliyathuparambill@gmail.com>

Students,

WIPRO NLTH - 2020 BATCH REGISTRATION LINK

<https://careers.wipro.com/elite-nth.aspx>

Last date of registration: 24th sep 2019

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, Sep 23, 2019 at 3:13 PM

Bcc: abdulribassamad@gmail.com, Rijas samad <rijassamad123@gmail.com>, abhayaniil787@gmail.com, omanakuttanabhijith@gmail.com, abhighpharilal97@gmail.com, ADARSH M P <adarshmp627@gmail.com>, afnas va <afnasanu007@gmail.com>, AJAY S KUMAR <ajayskumar5555@gmail.com>, ajirajpr@gmail.com, akashravit@gmail.com, Akhil Baines <akhilbainesh@gmail.com>, Akhil Asokan <akhilasokan876@gmail.com>, Akhil Anil <akhilaniil58@gmail.com>, Akhil Rajesh <akhilrajesh27@gmail.com>, akshay ramdas <akshayramdas@gmail.com>, Akshay v m <vmakshay333@gmail.com>, tpchandy@gmail.com, alphinjose16@gmail.com, Alvin Mathew <alvinmathewscaria@gmail.com>, Alwin Joseph <allwynrover@gmail.com>, amalkrish11na@gmail.com, anandambadi1998@gmail.com, anandrjv97@gmail.com, anishbsoman@yahoo.in, anurudhpillai8@gmail.com, appukshaji132@gmail.com, Arjun Biju <arjunbiju59@gmail.com>, Arjun G Nair <arjungg3@gmail.com>, ARJUN TA <arjunta2012@gmail.com>, arnaldantony@gmail.com, ASHWIN T <ashwinthy@gmail.com>, aswin p <appuasok97@gmail.com>, ASWIN RADHAKRISHNAN <aswinradhakrishnan98@gmail.com>, Athul Krishna



sset last name <sset@scmsgroup.org>

Fwd: Letter of Intent - Aaron Fernandez - Ref. No.: 9301967

Aaron Fernandez <aaronfernz@hotmail.com>
To: SSET <sset@scmsgroup.org>

Wed, Feb 26, 2020 at 9:57 PM

Aaron Joseph Fernandez
SCS/7070/16
S8 CS1

Get Outlook for Android

From: careers@wipro.com <careers@wipro.com>
Sent: Tuesday, 10 December 2019, 11:40 am
To: aaronfernz@hotmail.com
Cc: manager.campus@wipro.com
Subject: Letter of Intent - Aaron Fernandez - Ref. No.: 9301967

Campus - Letter Of Intent

December 09, 2019

Dear Aaron Fernandez,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,



Anson Pinhero <ansonpinhero@gmail.com>

Letter of Intent - Anson Pinhero - Ref. No.: 9263391

7 messages

careers@wipro.com <careers@wipro.com>

Tue, Dec 10, 2019 at 11:56 AM

To: ansonpinhero@gmail.com

Cc: manager.campus@wipro.com

Campus - Letter Of Intent

December 09, 2019

Dear Anson Pinhero,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head



Campus - Letter Of Intent

February 13, 2020

Dear Avin M S,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

HRA	5,835
Bonus	2,111
Wipro Benefits Plan(WBP)	4,849

Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

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Letter of Intent - Fathima K A - Ref. No.: 9431570

2 messages

<careers@wipro.com>
To: rizafathimaka@gmail.com
Cc: manager.campus@wipro.com

Wed, 19 Feb 2020 at 12:22 am

Campus - Letter Of Intent

February 19, 2020

Dear Fathima K A,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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APPOINTMENT LETTER

25 May, 2020

Dear **Sanjay Shaji**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Signature Not Verified

Digitally signed by SUMIL KALACHAR
Date: 2020.05.25 08:52:22 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sanjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __/__/__

Name: _____

Signature: _____ Date: __/__/__

Place: _____



Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannalli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PL0020800



ANNEXURE III
SALARY OFFER SHEET

Name : Sanjay Shaji

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLC020800



sset last name <sset@scmsgroup.org>

Invitation - Infosys Campus Recruitment Program - 2020

4 messages

Sonu Jose <sonu.jose@infosys.com>

Fri, Aug 16, 2019 at 6:38 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun G Menon,

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,330+ clients in 45 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,29,000+ employees make this happen. As we begin campus recruitment for 2020 batch of students, we would like to share what we have in store.

At Infosys, we have a signature strategy to help our employees move forward. This is done by enabling employees build the next technology solutions, making sure their careers never stand still and navigating further together in a culture of inclusiveness. Through always-on learning options, career opportunities through bridge programs, training in advanced technologies at our Global Education Center in Mysore, and facilities to create work-life balance, we help our people to achieve what they desire the most.

We are keen to partner with your esteemed institution for Infosys Campus Recruitment Program 2020.

We are confident that you would be able to accommodate us as a **Day 1** company. Please affirm the same over email and also share with us suitable dates for the recruitment process by **20th Aug 2019**. We have attached our eligibility criteria for your reference.

Looking forward to a long and successful partnership with you again!

Best Regards,

Sonu Jose

Talent Acquisition

Infosys Limited

Copyright © 2019 Infosys Limited

Eligibility_Criteria.pdf
342K

SSET <sset@scmsgroup.org>

Sat, Aug 17, 2019 at 1:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sonu,

Thanks for the **Infosys Campus Recruitment Program 2020** program details. As per your mail, the recruitment drive of your esteemed organization, **Infosys Limited** is confirmed as **Day 1 Status Exclusively** for our 2020 batch students.

We do look forward to host the recruitment process **at any convenient dates during 25th, 26th or 27th September 2019**. Kindly confirm the date and mail us further details of drive.

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Sonu Jose <sonu.jose@infosys.com>

Sat, Aug 17, 2019 at 5:15 PM

To: SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sir,

Thankfully acknowledging your email.

I shall write to you shortly with further details and confirmation on process dates.

Warm regards,

Sonu Jose

From: SSET [mailto:sset@scmsgroup.org]

Sent: 17 August 2019 01:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>; Pramod_MV <Pramod_MV@infosys.com>

Subject: Re: Invitation - Infosys Campus Recruitment Program - 2020

[**EXTERNAL EMAIL**]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Oct 9, 2021 at 3:00 PM

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]



Eligibility_Criteria.pdf

342K



sset last name <sset@scmsgroup.org>

RE: Infosys Campus Recruitment 2019-20 - Final Selects

2 messages

AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Thu, Oct 3, 2019 at 5:06 PM

To: SSET <sset@scmsgroup.org>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

Greetings from Infosys!

This is with reference to the campus recruitment process conducted in your institute for the 2020 batch. Please find attached the final list of students who have been selected for offer.

We thank you for the support extended to conduct a seamless process and look forward for a long relationship with your esteemed institute. Please feel free to call me for any clarification.

Thanks & Regards,

Amogh Bengeri

Associate Lead - TA

Talent Acquisition Team

**Final list of selected students - 2020 - SCMS School of Engineering and Technology.doc**

118K

SSET <sset@scmsgroup.org>

Wed, Oct 9, 2019 at 9:54 AM

To: AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

On behalf of the management, principal, staff and students I thank you and your esteemed organization for visiting our campus and conducting on campus recruitment exclusively for our 2020 batch students on 2nd and 3rd October 2019 and for the 102 offers. We expect continuous interaction and support between our institution and your esteemed organization. Convey my best regards to your team members.

Please contact for further requirements.

With warm regards

Dr. Varun G Menon

Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

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Date of Interview	3rd October 2019	Name of the Institute	SCMS School of Engineering and Technology
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SL No	Roll Number	Name	Email ID
1	SCM16CS002	Aaron Joseph Fernandez	aaronfernz@hotmail.com
2	SCM16CS004	Abdul Samad	abdulsamadsait07@gmail.com
3	SCM16ME004	Abhijith O	omanakuttanabhijith@gmail.com
4	SCM16CS006	Abhijith Anilkumar M	abhijith.anil@gmail.com
5	SCM16ME005	Abhimanue H	abhigpharila97@gmail.com
6	SCM16EC004	Aiswarya Nair	aiswarya.nair98@gmail.com
7	SCM16EE006	Aiswarya Unni	ais861998@gmail.com
8	SCM16CS011	Aiswarya Vinod	aiswaryavinod066@gmail.com
9	SCM16ME012	Akash Thenayamchery	akashravit@gmail.com
10	SCM16EE008	Akhil Krishna K B	itsmeh4343@gmail.com
11	SCM16CS015	Akshay Ajith	akshayajith9981@gmail.com
12	SCM16CS019	Amelin Denny	amelindenny@gmail.com
13	SCM16ME026	Anand Rajeev	anandrjv97@gmail.com
14	SCM16CE024	Anjaly S	anjus7090123@gmail.com
15	SCM16CS025	Ann Maria	annmaria1419@gmail.com
16	SCM16EC015	Annmary Jose	annmaryjose1999@gmail.com
17	SCM16EC017	Anooja Benny	anoojabenny15@gmail.com
18	SCM16CS026	Anson Pinhero	ansonpinhero@gmail.com
19	SCM18CSCY02	Anupama M L	anupamaml96@gmail.com
20	SCM16CS028	Anwin David	anwindavid@gmail.com
21	SCM16AU010	Arjun M A	arjunmattathil619@gmail.com
22	SCM16CS030	Arjun A Ghosh	ghosharjun23@gmail.com
23	SCM16CE037	Arya G Pradeep	aryagpradeep2015@gmail.com
24	SCM16CS033	Ashil K Shanavas	ashilshanavas@gmail.com
25	SCM16ME036	Aswin P	appuasok97@gmail.com
26	SCM16ME037	Aswin Radhakrishnan	aswinradhakrishnan98@gmail.com
27	SCM16CE041	Aswin Krishna K K	aswinkrishnakk@gmail.com
28	SCM16EC021	Athira Anilkumar	athiraanilkumar60@gmail.com
29	SCM16CS037	Athira Theres Thomas	athiratheres97@gmail.com

CONGRATULATIONS

30	SCM16CS040	Athul Jeevankumar Nedumpillil	kumarathul63@gmail.com
31	SCM16ME038	Athul Krishna N S	athulshahul@gmail.com
32	SCM16CS044	Bhavyasree P V	bhavyavijil@gmail.com
33	SCM16EC024	Chinju Paul	chinjupaul6@gmail.com
34	SCM16CS047	Chinmay Krishna S	chinmaykrishnas@gmail.com
35	SCM16EC025	Christine Mathew V M	christinemathewvm@gmail.com
36	SCM16EC026	Chythannya .	chaithanyavikraman19@gmail.com
37	SCM16ME046	Cibin Joy K	cibin.joyk1@gmail.com
38	SCM16CS049	David Paul	davidpthavoo@gmail.com
39	SCM16CE049	Diya Dileep	diyadilip6@gmail.com
40	SCM16ME049	Edwin P Baby	edwinrosemaria9@gmail.com
41	150293	Fathima Safna P A	fathima.safnav97@gmail.com
42	SCM16CS053	Ganesh Babu	gbabu387@gmail.com
43	SCM16EC034	Geswin Babu	geswinbabu98@gmail.com
44	SCM16ME055	Gijo George Netticadan	gijonetticadan@gmail.com
45	SCM16CS058	Gokul Das K	gokuldas1303@gmail.com
46	SCM16ME056	Gokul Krishna D	gokuldileep98@gmail.com
47	SCM18ECCE01	Gopika G	gopikan2k15@gmail.com
48	SCM16CS060	Gopika V	gopikavgk@gmail.com
49	SCM16CE055	Greeshma Girish Kumar	greeshma1998@gmail.com
50	SCM16CS062	Hudaif Mohammed M	hudaif747@gmail.com
51	SCM16CE058	Isha Sumesh	ishasumesh.kc@gmail.com
52	SCM16CS064	Jackson K George	jacksonkgeorge28@gmail.com
53	SCM16CE059	Jacob Francis Paruvummel	fjacob505@gmail.com
54	SCM16EC038	Jayashyam J	jayashyamjpvs@gmail.com
55	SCM16CS065	Jerin Jose	jerinjoseputhuserry7@gmail.com
56	SCM16EE035	K A Muhammed Sahal	mdshl29@gmail.com
57	SCM16CE070	Karishma Jayasing	karishmajayasing3@gmail.com
58	SCM16CE074	Krishnapriya Joshy	krishnapriyajoshy19@gmail.com
59	150301	Lakshmy J	lakshmy.jayaraj@gmail.com
60	SCM16CS071	M Akarsh	akarsh2868@gmail.com
61	SCM16AU024	M Harikrishnan	hanuharikrishnan@gmail.com
62	SCM16ME076	Mohammad Labeeb Ihsan	mohammadlabeeb@yahoo.com

CONGRATULATIONS

63	SCM16CS075	Mohammed Falah Yusuf Hamza	falahyusufhamza@gmail.com
64	SCM16CE084	Muhammed Lamy P J	lamypj666@gmail.com
65	SCM16CS076	Naijith Gopal Thandilakath	gnaijith78@gmail.com
66	SCM16CS077	Namisha .	namisha123@gmail.com
67	SCM18ECCE02	Nandana Ajith	nandanaajithk31@gmail.com
68	SCM16CS080	Navaneeth Asok	asok.navaneeth@gmail.com
69	SCM16CS081	Navya K S	navyashali1@gmail.com
70	SCM16CS083	Nidhuna C	nidhunacheriyedath@gmail.com
71	SCM16CS084	Nikil S Kumar	nikilskumar4444@gmail.com
72	SCM16ME083	Nirmal Jose	nirmaljoe14@gmail.com
73	SCM16ME084	Parthiv M Krishna	parthivmkrishna@gmail.com
74	SCM16CE094	Paul Francis P	paulfrancis98@gmail.com
75	SCM16CS087	Pranav Prakash	pranavprakash997@gmail.com
76	SCM16CS089	Prashant G	prashantganesh007@gmail.com
77	SCM16CS091	Richu Sabu Mathew	richusabu254@gmail.com
78	SCM18CECS13	Rintu Kurian	rx.kuttan@gmail.com
79	SCM16CS093	Risa Shereen	risasherinc@gmail.com
80	SCM16ME098	Rohith Krishna T J	tjengineer2255@gmail.com
81	SCM16CS094	Rose Mary Chakiath	rosemarybinny246@gmail.com
82	SCM18CECS14	S D Sreedevi Nair	sdsreedevinair21@gmail.com
83	SCM16EE048	Sachin S Nair	sachinsdp2298@gmail.com
84	SCM16CS098	Sajini Stalin	sajinistalin007@gmail.com
85	SCM16CS100	Sara Abraham	sara.abraham12@gmail.com
86	SCM16CS103	Sebin K I	sebinignatious@gmail.com
87	SCM16CE107	Shahanas V N	shanushahanas204@gmail.com
88	SCM16CS105	Sherin Philip	sherinphilip3@gmail.com
89	SCM16EC071	Shruthi Sudhir Nair	shruthisn98@gmail.com
90	SCM16CS106	Shwetha Mary Jacob	shwejacob@gmail.com
91	SCM16ME111	Shyam Shankar V	shyamshankar97@gmail.com
92	SCM16CS109	Sidharth K	sidharthk97india@gmail.com
93	SCM16CS112	Sreelakshmi Prasad	sreelakshmiPrasad77@gmail.com
94	SCM16EC073	Sreelakshmi S	sreelakshmi.sukumaran@gmail.com
95	SCM16CS113	Sreelekshmi S	sreelekshmisreelechu@gmail.com

CONGRATULATIONS

96	150320	Subhadra S Menon	subhadrasmenon@gmail.com
97	SCM16ME118	Syam K S	syamks8182@gmail.com
98	SCM16CS115	Thushara P T	thusharapt1997@gmail.com
99	SCM16CE114	Vani Vijayakumar	vanivijayakumar1997@gmail.com
100	SCM16CS118	Vishal M Nair	mnvishal25@gmail.com
101	SCM18CSCY05	Vishnu P R	vishnuprvishnu94@gmail.com
102	SCM16ME120	VIVEK M M	vivekmm76@gmail.com

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Amogh Bengeri

Date : 3rd October 2019

Designation : Associate Lead – TA

Signature :

HRD/1000847864/20-21

January 28, 2021

Mr. M Harikrishnan
Nandanam, Erayilkadavu,
Near Esi Dispensary,
Kottayam-686001
India

Ph: +91-7025650966

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **29-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Harikrishnan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Harikrishnan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847378/20-21

January 27, 2021

Ms. Aiswarya Vinod
Aiswarya Jayanthi Road P.O,
Chalad
Kannur-670014
India

Ph: +91-8129518381

Dear Aiswarya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Vinod			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Vinod			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847383/20-21

October 28, 2020

Ms. Amelin Denny
Kolengaden House,
P.O.Kuttur,Kottekad
Thrisur-680013
India

Ph: 9387218145

Dear Amelin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Amelin Denny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Amelin Denny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848014/20-21

December 16, 2020

Ms. Athira Theres Thomas
Chittinappilly House Karukutty,
Near Neerolippara
Ernakulam-683576
India

Ph: +91-9746893993

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Theres Thomas			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Athira Theres Thomas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847444/20-21

December 1, 2020

Mr. Gokul Das K
Swathi Kizhakkekara(H),
Karakurissi (P.O)
Palakkad-678595
India

Ph: +91-9567093278

Dear Gokul,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Gokul Das K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. Gokul Das K		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847456/20-21

December 23, 2020

Mr. Jackson K George
Kalathil House, Jubilee Road Patteripuram,
Aluva
Ernakulam-683101
India

Ph: +91-8089399280

Dear Jackson,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Jackson K George			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jackson K George
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848040/20-21

December 28, 2020

Mr. Jerin Jose
Puthussery House, Karukutty P.O, Besleham
Angamaly
Ernakulam-683576
India

Ph: +91-9539302195

Dear Jerin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Jerin Jose			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jerin Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847462/20-21

December 16, 2020

Mr. M Akarsh
12/353B,
Padamughal
Ernakulam-682030
India

Ph: +91-8592010389

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. M Akarsh		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Akarsh
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848073/20-21

December 2, 2020

Ms. Navya K S
Kolasseril House Koottukad,
Vadakkumpuram.P.O
Ernakulam-683521
India

Ph: 9400518725

Dear Navya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Navya K S			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Navya K S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848086/20-21

October 28, 2020

Mr. Nikil Kumar
Nellikapillil House, Knera-106, 1st Flr Asoka Road,
Kattayil Road Junction, Pottakuzhy, Kaloore
Ernakulam-682017
India

Ph: 9535738555

Dear Nikil,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Nikil Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Nikil Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848090/20-21

October 28, 2020

Ms. Risa Shereen
Asharikandiyil(H) ,Karandode P.O,
Vadakara
Kozhikode-673508
India

Ph: 7594077673

Dear Risa,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Risa Shereen			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II

(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Risa Shereen
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/20-21/1000693549

August 24, 2020

Ms. Rose Mary Joy
Candidate ID: 1000693549
Pazhep A Rambil, (H)
Manathana (p.o)
Kannur
Kerala
India
Ph: (91) 94467 97739

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 07, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/Virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/1000847582/20-21

December 1, 2020

Ms. Sajini Stalin
Kuttikattu House,
Perumanoor
Ernakulam-682015
India

Ph: +91-7356585307

Dear Sajini,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848095/20-21

October 28, 2020

Ms. Sara Abraham
13 B1, Kent Glass House,
Vytilla
Ernakulam-682019
India

Ph: 9061410314

Dear Sara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sara Abraham			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sara Abraham		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847589/20-21

December 1, 2020

Ms. Sherin Philip
124-C, Pocket-E, L.I.G
Flats,G.T.B Enclave
Delhi-110093
India

Ph: +91-9745907484

Dear Sherin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sherin Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sherin Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847594/20-21

December 16, 2020

Ms. Sreelakshmi Prasad
Padickal House Elambakapilly Po, Koovapady,
Perumbavoor
Ernakulam-683544
India

Ph: +91-9496129906

Dear Sreelakshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sreelakshmi Prasad			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847602/20-21

November 12, 2020

Ms. Sreelekshmi S
Padmavilasom Near Tb Junction,
Kottarakkara P.O
Kollam-691506
India

Ph: +91-9072544514

Dear Sreelekshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sreelekshmi S			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelekshmi S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847608/20-21

December 1, 2020

Ms. Thushara P T
Pookkulathu
Rajakad P O,,
Idukki-685566
India

Ph: +91-9447644878

Dear Thushara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Thushara P T			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Thushara P T			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847614/20-21

November 12, 2020

Mr. Vishal M Nair
Sreepadam, Edappon Aiyanikudy P.O,
Mavelikara
Alappuzha-690558
India

Ph: 9745660441

Dear Vishal,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Vishal M Nair			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Vishal M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847627/20-21

December 28, 2020

Ms. Annmary Jose
Chittinappilly House Karukutty P O,
Angamaly
Ernakulam-683576
India

Ph: +91-8078513408

Dear Annmary,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Annmary Jose			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Annmary Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847634/20-21

October 28, 2020

Ms. Anooja Benny
Moozhikkachalil Karukutty,
Angamaly, Ernakulam
Ernakulam-683576
India

Ph: 7559887182

Dear Anooja,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Anooja Benny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Anooja Benny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847642/20-21

December 23, 2020

Ms. Athira Anilkumar
Ambady House Edathala.P.O.,
Aluva
Ernakulam-683561
India

Ph: +91-9400838795

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Anilkumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Athira Anilkumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



sset last name <sset@scmsgroup.org>

TCS Off Campus Recruitment for 2019 and 2020 pass out batch

2 messages

Sumy Kuriakose <sumy.k@tcs.com>

Sat, Feb 20, 2021 at 11:23 AM

Dear Sir, Ma'am,

Greetings!

As you may be aware, TCS is going to hire the students from 2019 and 2020 pass out batch. The last date for registrations is 27-Feb-21. Please find attached the flyer for more details. Kindly circulate and please ensure maximum registrations.

Thanks & Regards,
Sumy Kuriakose
Academic Relationship Manager - Kerala
Desk: +91 484 6186695
VoIP: 448 6695
Cell: 9746830372
Tata Consultancy Services
TCS Centre SEZ Unit,
Infopark PO,
Kochi - 682042, Kerala
Mailto: sumy.k@tcs.com
Website: <http://www.tcs.com>

Experience certainty.	IT Services
	Business Solutions
	Consulting

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Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

TCS-Off-Campus-Hiring-2021-GIF-Mailer.gif
97K



sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 10, 2021 at 12:59 PM

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97K



Offer: Computer Consultancy

Ref: TCSL/DT20195450092/Trivandrum

Date: 02/04/2021

Ms. Anciya Johny
Poovely House Poothamkutty,
Holy Family Church Thabore,
Angamaly-683577,
Kerala.
Tel# 91-8943941640

Dear Anciya Johny,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/DT20195450092

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Anciya Johny
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Offer: Computer Consultancy
Ref: TCSL/DT20184512490/Mumbai
Date: 13/04/2021

Ms. Parvathy Harish
Mariath Parambil, Kallumadathil House Mathai Manjooran Road, Pachalam,
St Joseph School,
Ernakulam-682012,
Kerala.
Tel# 91-9447260110

Dear Parvathy Harish,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184512490

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Parvathy Harish
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



sset last name <sset@scmsgroup.org>

Recruitment of IBS @ FISAT on 6 Sep 2019

7 messages

Placement Cell FISAT <placements@fisat.ac.in>
To: Bejoy EC FISAT <bejoyvarghese@fisat.ac.in>
Bcc: sset@scmsgroup.org

Thu, Aug 29, 2019 at 12:06 AM

Dear Sir,
Please note that the screening test for the IBS recruitment process will be held at our campus on 6 Sep 2019. Your campus is also included. Please share the list in the attached format before 10AM on Friday, 30 Aug, 2019, positively. Please reply to this mail without changing the subject line. DO NOT change the format.

Eligibility criteria:

2020 Batch Only

Ø 70% aggregate score in 10th and 12th (Don't round of %)

Ø B Tech 7.4 CGPA till last semester. (Don't round of %)

Ø Back papers – No back papers for any students.

Ø Branches – IT/Computer Science, ECE and (Mechanical Engineering –

If they are interested to do software job) (No other branches will be included)

Thanks & Regards,

--

Unni Kartha G
Placement Officer
Federal Institute of Science and Technology (FISAT)
Hormis Nagar | Mookkannoor P O | Angamaly
Kerala | Pin 683577
Ph : 0484 2725 275
Mob: 098463 87772
Email: placements@fisat.ac.in | unnikartha@gmail.com

**Template_Fisat_6 Sep 2019.xls**

27K

SSET <sset@scmsgroup.org>

Thu, Aug 29, 2019 at 2:43 PM

To: Placement Cell FISAT <placements@fisat.ac.in>

Cc: bejoyvarghese@fisat.ac.in, Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Thanks for the invitation extended to 2020 batch students too. As per the mail, attached herewith the filled template of our candidates for the drive to be conducted by IBS on September 6, 2019.

Kindly intimate further details of selection process

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

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Template_Fisat_6 Sep 2019.xls

75K

Placement Cell FISAT <placements@fisat.ac.in>

Thu, Aug 29, 2019 at 9:40 PM

To: SSET <sset@scmsgroup.org>

Dear Sir,
Thank you for the list. Only test will happen on 6th. The reporting time shall be informed later.
warm regards,

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Fri, Aug 30, 2019 at 3:43 PM

To: Placement Cell FISAT <placements@fisat.ac.in>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Thanks for the details. Kindly find the attached list with two more additional candidates (Sl. No. 70 and 71 in the sheet) for the drive to be conducted by IBS on September 6, 2019.

Hope you will do the needful.

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]



Template_Fisat_6 Sep 2019.xls

78K

Placement Cell FISAT <placements@fisat.ac.in>

Fri, Aug 30, 2019 at 3:46 PM

To: SSET <sset@scmsgroup.org>

Dear Sir,
Thank you for the update. We shall confirm this after checking with them.
warm regards,

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Thu, Sep 5, 2019 at 10:52 AM

To: Placement Cell FISAT <placements@fisat.ac.in>

Dear Sir,

Request you to forward the attached list of candidates with updated mail ids of Sl. No. 26,31 and 39, in the attached sheet, as their previous mailed ids are not working, for the IBS online test scheduled on 17th September 2019.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>
[Quoted text hidden]



Template_Fisat_6 Sep 2019.xls
85K

sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Sat, Sep 11, 2021 at 5:12 PM

[Quoted text hidden]



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27K

Final Selects to IBS Software Private Limited

No	Name of Candidate	Branch	College
1	KARTHIK RATESH	ECE	ADISHANKARA INSTITUTE OF ENG. & TECH
2	SONIA URUMESE	CSE	"
3	HARIHARAN M	ECE	"
4	KARTHIKA VENUGOPALAN	CSE	"
5	SREELAKSHMI RAMACHANDRAN	CSE	"
6	NILYA THOMAS	IT	"
7			
8			
9	GOPIKA V	CSE	SAMS School of Eng & Techn.
10	ANJUSHA FRANCIS	ECE	"
11	AKSHAY ASITH	CSE	"
12	ANAND RAGEEV	ME	"
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			

We are pleased to inform that the above mentioned students have been selected to IBS Software Private Limited after the recruitment drive conducted at FISAT, Angamaly on 25th Oct 2019.
 Congratulations and thank you for the support extended during this recruitment drive.

For IBS Software Pvt Ltd.


 Human Resources

Date: 04-Feb-2020

Anjusha Francis
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Anjusha Francis,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated after April 2020.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Special Allowance	12,550
4.	Food Vouchers	1,050
5.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
6.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

Akshay Ajith
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Akshay Ajith,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
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- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

ANAND RAJEEV
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear ANAND RAJEEV,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
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- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

Gopika V
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Gopika V,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
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- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

Date: 04-Feb-2020

Nikil S Kumar
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Nikil S Kumar,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

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- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.



sset last name <sset@scmsgroup.org>

Fwd: Cognizant 2020 Batch Guidelines for Combined Campus Recruitment : Zone Kochi : Rajagiri School Of Engineering

8 messages

Varun Jose <cr.rajagiri@gmail.com>

Fri, Oct 4, 2019 at 5:20 PM

To: Placement Cell - RSET <pc.rajagiri@gmail.com>

Bcc: sset@scmsgroup.org

Cognizant pool campus drive for 2020 Batch
Date : 09-10-2019 (Wednesday)
Plz send the list by 6-10-2019 in the attached format.

Cognizant

Combined
campus hiring
Batch of **2020**

Greetings!

As a Fortune 200 company, we are constantly innovating to find the next big solution using technology. To enable this, we need passionate individuals who can help us leapfrog our way into the future. We are focused on understanding challenges, aware of opportunities and driven to find the right opportunities for our talent.

Cognizant is privileged to be part of your esteemed institution's campus recruitment program for the batch of 2020. Please note that as per the Cognizant campus hiring process, your students will have to meet the eligibility criteria listed below.

Eligibility Criteria - 2020 Batch

- 2020 BE / B. Tech / ME / M. Tech degree students belonging to CSE / IT / ECE / EEE / EIE / E&E / Applied Electronics / Computer & Technology / Electrical / ETE / ICE / Software/Mechanical Engineering (Full Time only)
- Consistent academic record of minimum 60% in X, XII, Diploma, UG & PG (all subjects taken into consideration) calculated as below

Student Information

- Students must carry the following for the recruitment Process – University ID card, 2 Recent PP size photographs (both ears visible in light background), Resume (max of 2 pages), all academic mark sheets & certificates (original & 1 Photocopy) for verification

o Aggregate% = sum of all subjects' marks scored / total no. of subjects (as of last semester result declared)

- No standing arrears in current education
- Maximum 2 years gap in education
- At the time of joining, all recruits will need to have a minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears
- Any student who has applied and is waiting for re-evaluation would be considered only with the initial results declared
- Appropriate CGPA to % will be considered as per University norms
- Strong written and communication skills
- Open only to Indian nationals
- Suitable candidates must be flexible to relocate to anywhere in India or work in any shift / domain as this will be determined based on business demand

Selection Process

As part of our selection process, we will conduct an online test covering Analytical, Verbal and Programming modules. Shortlisted students will be invited for two rounds of personal interviews (Technical and HR)

- Students must carry 1 Photocopy of their PAN Card, Aadhaar card and Passport (front & back page)

- Colleges need to authenticate the % of the candidates, via the college administration department records prior to the registering them for recruitment process

- Please ensure that only those students who meet our criteria appear for the Cognizant Placement process

- At the time of joining, all recruits need to have minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears

Time lines:

-
Cutoff date for data base sharing : Sat, 05th Oct 2019

Auto proctored online aptitude test :09th & 10th Oct 2019

Level of Hire & Other Details

Designation: Programmer Analyst Trainee

Compensation: INR 4,00,000 per annum

Disclaimer:

- Cognizant strictly prohibits payment of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to TAGCompliance@Cognizant.com
- If you encounter anyone who claims to offer a job at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make.
- We recommend that you do not respond to spam emails/ dubious messages. Ensure not to disclose your personal or financial details to anyone you do not know. If you do receive such mails—claiming to come from Cognizant—please notify us at TAGCompliance@Cognizant.com


- Please report any phishing attempt to CSIRT@Cognizant.com
- To ascertain that you are receiving an official call from Cognizant, please ensure you collect the recruiter's details (full name; employee ID; and mobile number) during the call.

Please find attached, the guidelines pertaining to Auto Proctoring Test and Organizing Combined Campus Recruitment Drive & Database Collation process to nodal office.

Team Cognizant

2019 Cognizant. All rights reserved.

2 attachments

 **Guidelines for SLPP.pdf**
806K

 **2020 Batch Students Master Template CTS.xls**
50K

SSET <sset@scmsgroup.org>

Sat, Oct 5, 2019 at 9:05 AM

Bcc: abhijithanilkumar1801@gmail.com, abhijiths13@yahoo.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, MASS Media <anandhu070@gmail.com>, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, anjana prakash <anjanaprakash000@gmail.com>, Arjun rmenon <arjunrmenon98@gmail.com>, Ashna Parveen <ashnaparveencs@gmail.com>, ashwin K a <ashwin7pascua@gmail.com>, athuks.plm@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, Avin Saji <msavinsonu@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, CHRISTINA ROSELINE <xinarose123@gmail.com>, diya kd <diyakd1998@gmail.com>, fasnafas1247@gmail.com, gayathri mulloth <gayathrimulloth789@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirthi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, Nandu Shaji <nandushaji099@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, rifas muhammed <rifasmuhammed007@gmail.com>, roweenajames7572@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Shamil p <shamilp619@gmail.com>, Sibin Varghese <sibinvarghese1@gmail.com>, rejikumarsilpa6@gmail.com, Arun L <arun.lsubramanian@gmail.com>, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, vishnupriya8017@gmail.com, vivekcvarghese123@gmail.com, niyasms51@gmail.com, tintu.abhi@gmail.com, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpsspunnilath@gmail.com>, akhilsalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, ancyajohny1998@gmail.com, aneenaaneer@gmail.com, Ann Rose Paiva <annrosepaiva@gmail.com>, arjun gosh <arjungalosh6@gmail.com>, aswathy.nair301198@gmail.com, aswathysujatha98@gmail.com, Athul Antony <athulantony23@gmail.com>, ayanaappengal@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyarockz8299@gmail.com>, shirinsunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, hafismukalel@gmail.com, hari.krishnan412@gmail.com, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpj55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajna98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, Nourin Nooruddeen <anfananfu@gmail.com>, reshpkkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, sharathjoseph65@gmail.com, spsivanperumal@gmail.com, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, AJIN P THOMAS <ajinp1998@gmail.com>, akhineshk777@gmail.com, akshay Dhanesh <akshaydhanesh121@gmail.com>, Alen Jacob <alenkotkar@gmail.com>, anaghaanil07@gmail.com, anjualbert1998@gmail.com, arathips004@gmail.com, Aravind Prathap <aravindprathap06@gmail.com>, achu10cr7@gmail.com, Arun Shaji Abraham <arunsa238@gmail.com>, Aswin Unnithan <aswinunnithan@gmail.com>, Athul Biju <athul.98@rediffmail.com>, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, Jeffin Jose <jeffinjose05@gmail.com>, jeswinsteephphen97@gmail.com, jibin thomas <jibinthomas680@gmail.com>, JOE JOSEPH NELSON Nelson <joejoseph.nelson47@gmail.com>, lakshmi11091997@gmail.com, limshashaju1998@gmail.com, Rafeeqe Ibrahim thoppil <rafeeqe97emj@gmail.com>, Nidhal Nazar <nidhalnazar80@gmail.com>, rajathpramod@gmail.com, Ramees Salim <salim.ramees@gmail.com>, rinsa.rinu723@gmail.com, robin08021998@gmail.com, "Salini Menon K.P" <salini0025@gmail.com>, sanjay vinu <sanjayvinu9@gmail.com>, "Shaheen .T.R" <123shaheentr@gmail.com>, Shimnaak Ak <shimnaak21@gmail.com>, shyam krishnan <shyamkrishnan23@gmail.com>, mrsreedevi8@gmail.com, sreelekshmija1997@gmail.com, Sruthila asokan <sruthilaasokan@gmail.com>, swathyrajeevpilm@gmail.com, Tony Tomy <tonyvelyathuparambill@gmail.com>

Dear Students,

28-Jan-2020

Dear Akhil Rajesh,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000788

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Akhil Rajesh	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Aswathy K P,
B.Tech/B.E., Electronics and Communication Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000508

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

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- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Aswathy K P	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

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1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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28-Jan-2020

Dear Athul Manoj M,
B.Tech/B.E., Mechanical Engineering
SCMS School of communication and Technology



Candidate ID – 14000661

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Athul Manoj M	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
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	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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28-Jan-2020

Dear Charan R,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000806

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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Please note

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Charan R	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
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*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Edwin Rapheal,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000665

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Edwin Rapheal	Designation:	Programmer Analyst Trainee
--------------	---------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
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	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
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As an associate you are also entitled to the following additional benefits:

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28-Jan-2020

Dear Gayathri M,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 14075406

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Gayathri M	Designation:	Programmer Analyst Trainee
--------------	------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
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- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Harish G,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000756

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Harish G	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

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1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Muhammed Raihan,
B.Tech/B.E., Mechanical Engineering
SCMS SCHOOL OF ENGINEERING



Candidate ID – 14000785

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Muhammed Raihan	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
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2. Redefine your salary structure within prescribed guidelines
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*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Pranav Krishna K A,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000762

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Pranav Krishna K A	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
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- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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28-Jan-2020

Dear Prayag S B,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000709

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Prayag S B	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
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28-Jan-2020

Dear Rohith Krishna,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000771

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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Please note

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Rohith Krishna	Designation:	Programmer Analyst Trainee
--------------	----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
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28-Jan-2020

Dear Shone Antony,
B.Tech/B.E., Mechanical Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000669

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Shone Antony	Designation:	Programmer Analyst Trainee
--------------	--------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

28-Jan-2020

Dear Sabin Varghese,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 14000780

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

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- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Sibin Varghese	Designation:	Programmer Analyst Trainee
--------------	----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
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4	Medical Allowance*	1250	15,000
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- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
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2. Redefine your salary structure within prescribed guidelines
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sset last name <sset@scmsgroup.org>

Sutherland Campus Invite - SCMS School of Engineering and Technology!

1 message

ChandraShekhar G3 <ChandraShekhar.G@sutherlandglobal.com>

Tue, Jan 14, 2020 at 4:40 PM

To: SSET <sset@scmsgroup.org>

Cc: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Dear Mr. Varun,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at www.sutherlandglobal.com,

and follow us on FB www.facebook.com/SutherlandGlobalServicesIndia/

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive on the **15th Jan'20** at your esteemed institution.

-

Pre-requisite

-

Graduates/ Three year Diploma Holder
Basic computer knowledge in Hardware, Operating Systems and Networking
Aptitude for troubleshooting Desktops/ Laptops
Excellent spoken and written English communication skills
Open to work in Rotational shifts

Work Location	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Airoli)
Salary	Up to 2.50 L (Fresher's)

-

Interview process

Presentation	A presentation on Sutherland - 40 to 45 mins
Non-voice Screening	Essay writing
Initial Screening	JD/ one on one conversation in batches of 20 - 25 students - approx 45 mins per batch
Communication Assessment	Telephonic interview for those who cleared initial screening - 10 to 15 mins per candidate
HR Interview	Candidates clearing communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. **An auditorium with LCD Player** (For the Presentation)
2. **Audio & Video system** (to play videos)
3. **Printouts of non-voice assessment sheet for all participating candidates** (attached word file)
4. **Classrooms** (For initial screening)
5. **Database of eligible candidates**(Use preferably the format shown in the attached excel file)

Regards,



Chandra Shekhar G

Director & Head, Graduate Campus Hiring

SUTHERLAND

M: +919566032427 **E:** chandrashekhar.g@sutherlandglobal.com

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

2 attachments



Campus Non-Voice Sheet.docx

13K



Final Year Data Base.xlsx

15K



sset last name <sset@scmsgroup.org>

Follow up details of Sutherland - Campus recruitment

1 message

SSET <sset@scmsgroup.org>

Sat, Jun 27, 2020 at 2:47 PM

Bcc: abhijiths13@yahoo.com, athuks.plm@gmail.com, Aziya Tabassum <aziya.tabassum@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, Harshith S <hr00019@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, rifas muhammed <rifasmuhammed007@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, tintu.abhi@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnaair98@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, reshpkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, spsivanperumal@gmail.com, vismayanair2025@gmail.com, anaghaanil07@gmail.com, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, "Salini Menon K.P" <salini0025@gmail.com>, sreelekshmija1997@gmail.com, swathyrajeevpilm@gmail.com, amalkrish11na@gmail.com, appukshaji132@gmail.com, Arjun G Nair <arjungn3@gmail.com>, binil2407@gmail.com, Harikrishnan PR <harikrishnanpr14@gmail.com>, Rayan Joseph Jaise <rayanjaise@gmail.com>, arundhathisnair98@gmail.com, ayishaashraf03@gmail.com, drishyajolly8@gmail.com, jamshyazeez18@gmail.com, kavya.kuttan20@gmail.com, Krishnadev Vinod <kichuvinod01@gmail.com>, tamim0010@gmail.com, Saran R Nair <saranrnair@gmail.com>

Dear Students,

Please find the below mail regarding the follow up details of Sutherland offer extended to you. If you didn't receive the call from Sutherland, even after completing your final university examinations, you can contact Ms. Silviya for any further clarifications,

Moreover, once you receive the joining date and joining letter, must share the same with sset@scmsgroup.org, without fail.

Thanks and regards

Sujitha Vinod
Secretary Placements
SCMS School of Engineering and Technology

----- Forwarded message -----

From: **Silviya T**
Date: Fri, Jun 26, 2020 at 2:54 PM
Subject: Sutherland - Campus recruitment
To: <sset@scmsgroup.org>

Hi,

I hope this email finds you safe and healthy.

We will be considering the further formalities of the shortlisted students after their completion of examinations.

Please do inform the **students that they will be receiving a call post completion of their examination**. You can also share my **contact details** mentioned below with them;

Mobile Number -9495295759

Thanks & Regards,
Silviya T
Talent Acquisition
Sutherland



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SBET**

Date : **15-01-2020**

Dear **AYISHA ASHRAF - CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date : **15-01-2020**

Dear **JAMSHY AZEEZ -CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
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Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No : +91 44 4200 7864
CIN:U72200TN2000PTC045578



PROVISIONAL OFFER LETTER

Campus Name: **SEET**

Date : **15-01-2020**

Dear **KAVYA P - CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No. 16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4200 7884
CIN:U72200TN2000PTC045578

Date:05-10-2020

Welcome Note

Dear **Ms. Meera R Nair**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

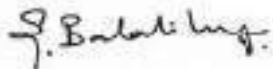
To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Date: 05-10-2020

To,
Ms. Meera R Nair,
Empcode -1459282

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Associate, for a fixed period of employment, on the following terms and conditions:

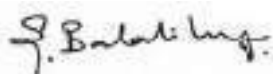
1. Your contract of employment shall be valid for a period of 6 months from 26-09-2020 to 25-03-2021. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time.
6. You will be covered under a Medical Insurance upto 100000 per annum and Group Accident Insurance Scheme of 200000 & Group Terms Life Insurance of 0. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy,during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Sutherland Global Services Pvt Ltd. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 15 days notice in writing or salary in lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Acceptance:

I Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Date: 05-10-2020

Ms. Meera R Nair,
Empcode -1459282

DEPUTATION LETTER

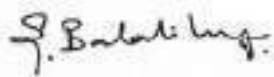
Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Sutherland Global Services Pvt Ltd with effect from 26-09-2020 at their KOCHI office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 26-09-2020, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from Sutherland Global Services Pvt Ltd and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Sutherland Global Services Pvt Ltd.
5. You shall be bound to follow the working hours of Sutherland Global Services Pvt Ltd.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside Sutherland Global Services Pvt Ltd and use such information only in connection with the service provided to Sutherland Global Services Pvt Ltd.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Sutherland Global Services Pvt Ltd. This arrangement is purely a contractual agreement between Randstad and Sutherland Global Services Pvt Ltd for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Sutherland Global Services Pvt Ltd or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Sutherland Global Services Pvt Ltd entrusted to you in the due discharge of your duties and shall indemnify Sutherland Global Services Pvt Ltd when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Schedule A

Assignment Details of Meera R Nair

Name	Meera R Nair
Client Name	Sutherland Global Services Pvt Ltd
Place of Deputed	KOCHI
Designation	Associate
Start date of Assignment	26-09-2020
End date of Assignment	25-03-2021

Annexure 1: Salary Break - Up Details

Component	Monthly	Yearly
Basic	6,630.00	79,560.00
House Rent Allowance	2,652.00	31,824.00
Statutory Bonus	583.00	6,996.00
Child Education Allowance	200.00	2,400.00
Driver Salary	795.00	9,540.00
Vehicle Reimbursement	2,400.00	28,800.00
Gross Salary	13,260.00	159,120.00
Employer's Contribution to ESI	431.00	5,172.00
Employer's Contribution to EPF	1,203.00	14,436.00
Insurance	86.00	1,032.00
CTC (Cost to the company)	14,980.00	179,760.00
Employee's Contribution to EPF	1,203.00	14,436.00
Employee's Contribution to ESI	100.00	1,200.00
Net-Take Home	11,957.00	143,484.00

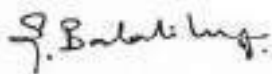
Rs.3000/- towards retention bonus on completion of 5 months contract

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By



Authorized Signatory
Balakrishnan S
Head - HRSSC

Meera R Nair

Registered Office :

Randstad India Private Ltd
Randstad House,
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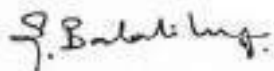
General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices or send an e-mail with scanned copy of the proofs mentioned to flexicare@randstad.in mentioning "bank account details" in the subject line of the mail.
3. You will have to provide your PAN card details within 15 days of your date of joining
 - a. In case, you don't have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
 - b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, regarding the same you can send an email to flexicare@randstad.in referencing your RIPL employee ID.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accept or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Registered Office :

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Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstad's Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are redeployed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to your work

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in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.
4. Understand accident report procedures at your work site.
5. Always let someone know, where you are going and your expected time of return.
6. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

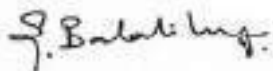
As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. To stop working and leave the area if you think you are in danger.
4. To inform your employer about health and safety issues or concerns.

Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.
2. Do not overload electrical outlets.
3. Do not expose electric conduits/plugs/sockets to water.
4. If your work requires you to lift weight frequently, understand load management procedures at work.
5. Do not operate machinery unless you have been trained and authorized to do so.
6. Never throw anything from any height.
7. If you use tools as part of your work use only the right and authorized tools.
8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.
9. Cooperate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

CODE OF CONDUCT

This Code of Conduct describes and summarizes the standards of business conduct for Randstad and also highlights the importance of ethical value in conducting the business affairs of Randstad.

Randstad would also review all applicable Randstad policies and procedures from time to time. This Code of Conduct is subject to modification. It may be updated as and when needed and the employee hereby agrees to accept the terms of such revised documents.

The Employees of Randstad are expected to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct. The honest conduct would be a conduct that is free from fraud or deception. Interactions with the clients, candidates, co-employees and any other individual shall be conducted in accordance with the standards mentioned.

It is the policy of the Company to conduct all of its business in an honest and ethical manner. In doing business anywhere in the world, neither the Company nor any employee or an entity associated with the Company shall offer, pay, promise, authorise or receive any bribe or other illicit payment or benefit in violation of any of the Anti-corruption Laws of the Country or the anti-corruption laws of any other nation in which the Company does business or renders services. This shall form part of the Company's Code of Conduct and Business Ethics.

The Employee agrees that he/she shall devote his/her full attention to the activities of Randstad and shall not, either during the term of the Employment or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by Randstad. The Employee further agrees that at any time during the subsistence of the Employment or for a period of six months subsequent thereto, the Employee shall not offer employment or consultancy or otherwise solicit the Employees of Randstad to work with him/her or any employer where he or she is employed.

It is not practical and possible to list all situations in which conflict of interest may arise, however, following examples of situations, which may constitute a conflict of interest, are provided for your perception regarding the nature and scope of the term a conflict of interest:

1. Engaging in any activity that interferes with your performance or responsibilities to Randstad
2. Accepting simultaneous employment with a Randstad supplier, customer, developer or competitor or taking part in any activity that enhances or supports a competitor's position
3. Conducting the business of Randstad with relative or with a business in which a relative is associated in any significant role
4. Accepting any offer, payment, promise to pay, or authorisation to pay any money, gift or anything of value from customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision, any act or failure to act, any commitment of fraud, or opportunity for the commission of any fraud.
5. Competing, directly or indirectly, with Randstad for the purchase or sale of the property, products, services or other interest. This Code of Conduct is part of the Corporate Governance of Randstad which extends equal opportunities to men and women at work, adhering to all legal compliances. Randstad's policy of transparency among employees are enabled through various HR practices including appraisals and performance evaluation, with adequate health and safety policies in place protecting the employee and the environment with a spirit of working together for the National interest.
6. You will be eligible for leave as per the client's company policy, during the period of your contract of employment.
7. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

Protection Of Confidential Information

All confidential information must be used for the purposes of Randstad. All Employees of Randstad must protect and respect the Intellectual property rights including the intellectual property rights of the clients of Randstad. Any violation of the intellectual property rights of any of the third parties in the capacity of a employee of Randstad shall be treated as illegal and shall be subject to legal action. The obligation to safeguard the proprietary and confidential information continues to exist even after leaving the employment of Randstad. Each of the Employees has liability to return all corporate confidential information in possession while leaving Randstad. They shall not be destroyed by any employee even while leaving Randstad, which shall amount to infringement of the Intellectual property rights of Randstad.

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Protection And Use Of Randstad's Assets

All Employees are responsible for protecting and for appropriate use of the assets of Randstad. The Employees must safeguard the assets of Randstad against loss, damage, misuse or theft. Any violation of this aspect of the code will subject to the disciplinary action up to and including termination of the employment or business relationship. The assets of Randstad including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of Randstad, hardware and software and all other electronic communication devices, must be utilized in legal, ethical and appropriate manner. Unauthorised usage of Randstad's assets to deal with any illegal transaction shall be subject to legal action.

Protection And Use of the Client's Assets

All Employees are responsible for protecting and for appropriate use of the assets of the client where the Employee is stationed. The Employees must safeguard the assets of the client against loss, damage, misuse or theft. The assets of the Client including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of the Client, hardware & software and all other electronic communication devices, must be utilised in legal, ethical and appropriate manner. Further, the Employee shall refrain from any unauthorised use, access, disclosure, alteration and/ destruction of information systems including but not limited to CV database, CV database, client's JD/JS details, client's CTC policy and break-ups, and any other confidential information, written or oral, whether or not, specified explicitly by the Client.

Employee Developments

The Employee agrees to communicate to Randstad as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with Randstad and for a period of 1 [one year] thereafter for the purpose of determining Randstad's rights in such Employee Developments.

press releases

The Employee shall not put out any press or other media release or make any public announcement or statement relating in anyway to the business of the Client/Randstad, the activities of the Client/Randstad and for such other information without the prior written consent of the authorised personnel.

Disciplinary Actions

It is expected from all Employees covered under this Code of Conduct that they will adhere to the principles and rules laid down in this code. The appropriate disciplinary action will be taken against the delinquent Employee who is found to violate these principles and policies or any other policy of Randstad. The disciplinary action may include immediate termination of employment, appropriate legal action or severing of business relationship at Randstad's sole discretion. Randstad will recover any loss suffered by it due to violation of the provisions of this code by any delinquent in legal manner. All Employees are encouraged to report any suspected violation promptly.

(The Employee)
By

.....
Name
Meera R Nair
Title
Associate
Witness

(Randstad India Ltd.)
By

.....
Name
Balakrishnan S
Title
Head - HRSSC
Witness

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Non-Disclosure Agreement

This Non-Disclosure Agreement is made and entered on this 26-09-2020 day of 2020 at KOCHI by Mr/Ms Meera R Nair Son/Daughter of Rajeevalochanan E P aged about 22 years and residing at Edakala House, Elenthikara P O Ernakulam District, 683594 Kerala, Kerala, 683594 hereinafter referred to as employee.

To

Randstad India Ltd. a company incorporated under the Companies Act, 1956 and having its registered office at Old No.5&5A, No.9, Pycrofts Garden Road, Nungambakkam, Chennai - 600 006, Ph: 044-6622 7000

WHERE AS

Randstad India Ltd. is a subsidiary of Randstad Holding NV, Netherlands and includes its other subsidiaries like Randstad Executive Search Ltd, Minvesta Infotech Ltd in India and such other Foreign Subsidiaries across the globe. This NDA is intended to maintain the confidentiality of all such confidential information available to all the EMPLOYEES of the Group. Essentially this NDA applies to whichever Group of Company, the EMPLOYEE is employed with, irrespective of his/her employment in maintaining the confidentiality of the available confidential information.

In the above context, the Group Company which has employed the Employee shall hereinafter be construed as "Company", which expression shall include the group companies within the context and meaning of this NDA agreement to maintain the confidentiality by the Employee. This expression shall hold good for the purpose of this NDA only and not in any other context of interpretation.

WHERE AS

1. The Company has offered and the Employee has agreed to take up employment with the Company under the terms and conditions set out in the letter of Appointment the ("Employment Agreement").
2. In accordance with the terms of the Employment Letter, the Employee hereby executes this Non-Disclosure Agreement with regard to the confidential information and the competition obligations of the Employee.

NOW THE PARTIES AGREE AS FOLLOWS

For the purpose of this Agreement, the term "Confidential Information" shall mean and include any and all tangible expression of information including all written or oral disclosures made by the Company to the Employee, provided to the Employee by the Company or parent, subsidiary, group company or customer of the Company or otherwise received by the Employee in the course of his/her employment with the Company or any intellectual property belonging to the Company, and shall specifically include, without limitation, pricing, methods, processes, financial data, technical data, lists, products, trade secrets, know-how, photographs, plans, notes, renderings, journals, notebooks, computer programs, computer readable video, audio or sound files, and samples relating thereto as well as any confidential or proprietary information owned by any other person or entity and furnished by such person or entity pursuant to an undertaking to maintain the same in confidence.

The Employee agrees that he/she shall, at all times, during the term of his/her employment with the Company hold the Confidential Information in trust for the Company and shall not in any manner use, transfer, publish, disclose, or report the Confidential Information directly or indirectly, except to other Employees of the Company or to authorised third parties as may be necessary in the ordinary course of the duties of the Employee for the Company or otherwise as directed by the Company.

The Employee represents that his/her performance of the terms of this Agreement and his employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by him/her in confidence from any third-party. The Employee represents that he has not entered into, and agrees not to enter into, any agreement in conflict with this Agreement or which in any way prohibits his performance of or restricts his ability to perform his obligations under this Agreement. The Employee has not brought, and agrees he/she will not bring, with him/her to the Company for use in his/her employment with the Company any materials or documents of a former employer or any other person or entity for whom he/she has provided services (paid or unpaid) that are not generally available to the public unless he/she has obtained express written authorisation from the former employer or other person or entity for whom he/she has provided such services for their possession and use.

The Employee agrees that if his/her employment is terminated at any time during or at the end of the probationary period as provided in the Employment Letter, the provisions of this Agreement shall continue to remain binding on the Employee.

The Employee agrees that he/she shall not for a period of three years from the date of termination of the Employment Letter, directly or indirectly, disclose, transfer, or use any Confidential Information, except with the prior written consent of the Company or except, in accordance with the provisions of Clause 6 hereunder, when so required pursuant to a valid and subsisting order of a court or other judicial, quasi-judicial or government body.

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If the Employee is required, either during his/her employment or at any time within the three-year period specified in Clause 5 above, to disclose Confidential Information pursuant to a valid and subsisting order of a court or other judicial, quasi judicial or government body, the Employee shall, forthwith, upon receiving notice of the requirement of such disclosure, give adequate notice to the Company thereof so as to allow the Company a reasonable opportunity to limit such disclosure. In any event the Employee, in making such disclosure shall only disclose such information as maybe absolutely necessary and only to the extent expressly required by the court or other judicial, quasi judicial or government body.

The absence of any marking or statement that a particular item of information is Confidential Information shall not affect its status as Confidential Information. The Employee shall bear the burden of proving that, that information is not Confidential Information.

All notes, proposals, documents, data, floppy disc(s), zip drives, tapes, reference items, sketches, drawings, memoranda, records, and other materials and media in any way containing any Confidential Information or related to the Confidential Information or otherwise to the Company's business shall belong exclusively to the Company. The Employee shall make copies of such material only if absolutely necessary in the course of the Employee's employment with the Company or otherwise for the benefit of the Company. The Employee hereby undertakes to return to the Company all copies of such materials in the Employee's possession or under the Employee's control at the request of the Company or, in the absence of such a request, upon the expiry of the terms of this Agreement.

The Employee represents and warrants that the performance by him/her of all of the terms of this Agreement and any services to be rendered by him/her as an Employee of the Company do not and will not breach any fiduciary or other duty, covenant, or agreement relating to any proprietary information, knowledge of data acquired by the Employee in confidence, trust, or otherwise, prior to the Employee's employment by the Company to which the Employee is a party or by the terms of which the Employee may be bound. The Employee covenants that he/she shall not, during his/her employment with the Company do any act or deed which conflicts with the provisions of any prior contract or agreement. The Employee further

covenants and agrees not to enter into any agreement or understanding, either written or oral, in conflict with the provisions of this Agreement. The Employee shall promptly disclose to the Company and assign in favour of the Company in such form and manner as the Company may reasonably require all

1. inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trade marks, trade names, logos, art work, slogans, know-how, processes, source code, application development, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefore), and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages whether now existing or subsequently developed by the Employee ("Employee Developments") and
2. such information and data pertaining to the business, operations, personnel, activities, financial affairs, and other information relating to the Company and its customers, suppliers, Employees and other persons having business dealings with the Company as maybe reasonably required for the Company to operate its business ("Proprietary Information"). It is understood that the Employee Developments and the Proprietary Information is proprietary in nature and shall be for the exclusive use and benefit of the Company, shall be and remain the property of the Company both during the term of employment with the Company and thereafter and shall be held in trust by the Employee for the sole right and benefit of the Company. If so requested by the Company, the Employee shall execute and deliver to the Company any instrument as the Company may reasonably request to effectuate the assignment of any such Employee Developments or Proprietary Information to the Company or to otherwise evidence, establish, maintain or protect the Company's right, title and interest thereto. Without limiting the generality of the foregoing, the Employee hereby releases and waives and assigns to the Company any and all claims and rights which he/she has against the Company in respect of the Employee Developments, including without limitations, technology, know-how, licences or other proprietary rights or processes of the Company.

The Employee agrees to communicate to the Company as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with the Company and for a period of [one year] thereafter for the purpose of determining the Company's rights in such Employee Developments. During the term of his/her employment and thereafter, the Employee will assist the Company and/or its nominees or assigns (without charge but at no expense to Employee) in every lawful way to obtain, maintain and enforce any and all intellectual property rights and protections relating to all Employee Developments, including by executing relevant documents. Employee hereby irrevocably designates and appoints the Company and its duly authorised officers and agents as his/her agent and attorney in fact to execute and file any and all applications and other necessary documents and to do all other lawfully permitted acts to further the prosecution, issuance or enforcement of patents, copyrights, trade secrets and similar protections related to such Employee Developments with the same legal force and effect as if the Employee had executed them himself/herself.

The Employee agrees that he/she shall devote his/her full attention to the activities of the Company and shall not, either during the term of the Employment Letter or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by the Company. The Employee further agrees that at any time during the subsistence of the Employment Letter or for a period of six months subsequent thereto the Employee shall not offer employment or consultancy or otherwise solicit the Employees of the Company to work with the Employee or any employer of the Employee.

The breach alleged or otherwise, by the Company of any obligation arising or in any manner owed by the Company to the Employee shall not affect the validity or enforceability of the Employee's covenants/obligations set forth in this Agreement.

The Employee understands that the Company shall suffer irreparable harm and injury in the event the Employee breaches any of its covenants/obligations under this Agreement and that money damages shall be inadequate to compensate the Company for such breach. Accordingly, in the event of any breach or threatened breach by the Employee of any of the provisions of this Agreement, the Company, shall in addition to and not in limitation of any other rights, remedies or damages available to the Company at law or in equity, be entitled to a temporary restraining order, preliminary injunction and permanent injunction in order to prevent or to restrain any such breach by the Employee, or by and/or all persons directly or indirectly acting for, on behalf of, or with, the Employee.

Notwithstanding anything contained in this Agreement, the obligations of the Employee and the rights of the Company arising hereunder shall be deemed to have commenced upon the date of the execution of the Employment Letter regardless of the actual date of execution of this Agreement and shall continue to remain in full force and effect and continue to be binding upon the parties until the expiry of three years from the date of termination of the Employment Letter unless the parties mutually agree to extend such confidentiality period

If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this Agreement, or comprising an integral part of, or inseparable from the remainder of this Agreement.

IN WITNESS WHEREOF these presents have been executed by the parties hereto on the day and year first herein above written.

(The Employee)

By

.....

Name

Meera R Nair

Title

Associate

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

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Self-Declaration & Undertaking form

Name: Meera R Nair
Employee ID: 2170104
Designation: Associate
Service Function / Vertical :
Centre / Location : KOCHI

Sub: Acceptance of Established policies and affiliated risks

I hereby Confirm that I have read through the Randstad and applicable client policies & procedures. I understand its implication to the fullest and hereby confirm to the fact that i would be held personally responsible for actions done, in contravention to established policies and procedure.

Signed

Date



PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date : **15-01-2020**

Dear **NIKHITHA TITUS -ECE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date: **15-01-2020**

Dear **RESHMA RADHAKRISHNAN -ECE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
The Gateway Office Part, IT/ITES SEZ, Block -A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4200 7864
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15-01-2020

Dear VISMAYA P - ECE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.


You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15 - 01 - 2020

Dear SALINI MENON K P - EEE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



sset last name <sset@scmsgroup.org>

Register for Byjus Think and Learn recruitment drive

1 message

SSET <sset@scmsgroup.org>

Fri, Jan 24, 2020 at 10:57 AM

Bcc: abhijithanilkumar1801@gmail.com, abhijiths13@yahoo.com, Abhiram Thulasi <abhiram.thulasi02@gmail.com>, Alan Antony <antonyalan87@gmail.com>, Amal m das <amalshivam007@gmail.com>, MASS Media <anandhu070@gmail.com>, aneesh jayakala <aneeshjayakala3@gmail.com>, anjurkrishna15@gmail.com, Antony Jose <antonyjoseachandy@gmail.com>, ashwin K a <ashwin7pascua@gmail.com>, athuks.plm@gmail.com, athoozzz123@gmail.com, Athira Jayasankar <athiravj1997@gmail.com>, Aziya Tabassum <aziya.tabassum@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, diya kd <diyakd1998@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, Jewel Joseph <jeweljoseph0@gmail.com>, jigiljoy.mandapath@gmail.com, Keerthi Sayiprakash <sayi.kirithi@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, Maria Boban <mariaboban705@gmail.com>, milananto2000@gmail.com, minunsunil@gmail.com, Nandu Shaji <nandushaji099@gmail.com>, niveditha george <nivedithageorge20@gmail.com>, Parvathy Harish <parvathyharish97@gmail.com>, Pranav Prakash <pkpranav14@gmail.com>, rajathomasm734@gmail.com, rajathomas734@live.com, rifas muhammed <rifasmuhammed007@gmail.com>, roweenajames7572@gmail.com, "Sandra. J.Mattam" <jmattamsandra@gmail.com>, Sarath Krishna <sarathkrishnaambadi1@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Shamil p <shamilp619@gmail.com>, rejikumarsilpa6@gmail.com, Arun L <arun.lsubramanian@gmail.com>, Tomin Jose <tominjose123@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, vishnupriya8017@gmail.com, vivekcvarghese123@gmail.com, niyasm51@gmail.com, tintu.abhi@gmail.com, Ajay Jaimon <ajayjaimon1998@gmail.com>, ajmal p s <ajmalpsspunnilath@gmail.com>, akhilsalim27898@gmail.com, akshaykumartv505@gmail.com, alwinsebastian67@gmail.com, anciyajohny1998@gmail.com, aneenaaneer@gmail.com, Ann Rose Paiva <annrosepaiva@gmail.com>, arjun gosh <arjungosh6@gmail.com>, Athul Antony <athulantony23@gmail.com>, ayanaappengal@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, devikrishnaau21@gmail.com, DIVYA K <divyarockz8299@gmail.com>, shirinsunil098@gmail.com, Gautham K Rajeev <gauthamkrajeev98@gmail.com>, hafismukalel@gmail.com, hari.krishnan412@gmail.com, jiffinvarghese1211@gmail.com, Jithin KS <kailasamjithinks@gmail.com>, joffinpj55@gmail.com, Joyal Johnson <joyal1johnson@gmail.com>, Joyal Jose Panakunnel <joyaljosepanakunnel@gmail.com>, Livin the rockstar <livin0487@gmail.com>, MARTIN JOSE <martinjose1497@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnair98@gmail.com, merinpappachan32@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, Nourin Nooruddeen <anfusanfu@gmail.com>, vivek pillai <viveknpillai10@gmail.com>, reshpkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, rojan thambi <rojanthambi@gmail.com>, sharathjoseph65@gmail.com, spsivanperumal@gmail.com, VIGHNESH PRAKASH <vighneshprakash@gmail.com>, VISHNUPRASAD K <vishnuprasad3555@gmail.com>, Vishnu Saravanan <vishnusaravanan603@gmail.com>, vismayanair2025@gmail.com, abhisheksasi1998@gmail.com, Adarsh P Kumar <adarshp003@gmail.com>, AJIN P THOMAS <ajinp1998@gmail.com>, akhineshk777@gmail.com, akshay Dhanesh <akshaydhanesh121@gmail.com>, Alen Jacob <alenkotkar@gmail.com>, anaghaanil07@gmail.com, anjualbert1998@gmail.com, arathips004@gmail.com, Aravind Prathap <aravindprathap06@gmail.com>, achu10cr7@gmail.com, Arun Shaji Abraham <arunsa238@gmail.com>, Aswin Unnithan <aswinunnithan@gmail.com>, Athul Biju <athul.98@rediffmail.com>, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, Jeffin Jose <jeffinjose05@gmail.com>, jeswinsteephen97@gmail.com, jibin thomas <jibinthomas680@gmail.com>, JOE JOSEPH NELSON Nelson <joejoseph.nelson47@gmail.com>, lakshmi11091997@gmail.com, limshashaju1998@gmail.com, Rafeeqe Ibrahim thoppil <rafeeqe97emj@gmail.com>, Nidhal Nazar <nidhalnazar80@gmail.com>, rajathpramod@gmail.com, Ramees Salim <salim.ramees@gmail.com>, rinsa.rinu723@gmail.com, robin08021998@gmail.com, "Salini Menon K.P" <salini0025@gmail.com>, sanjay vinu <sanjayvinu9@gmail.com>, "Shaheen .T.R" <123shaheentr@gmail.com>, Shimnaak Ak <shimnaak21@gmail.com>, shyam krishnan <shyamkrishnan23@gmail.com>, mrsreedevi8@gmail.com, sreelekshmija1997@gmail.com, Sruthila asokan <sruthilaasokan@gmail.com>, swathyrajeevpilm@gmail.com, Tony Tomy <tonyveliyathuparambill@gmail.com>, abdulsamadsait07@gmail.com, Ashna Parveen <ashnaparveencs@gmail.com>, Sreelakshmi Sukumaran <sreelakshmi.sukumaran@gmail.com>

Dear Students,

Please find the attached details of **Byjus Think and Learn Pvt. Ltd.** drive scheduled.Note: **Students** who are **really interested in Sales & Marketing job** and are **willing to join, if selected**, needonly register their names with the **job profile** they opt with placement office **on or before 28th January 2020, 1****pm.**

Organization : **BYJU'S THINK AND LEARN PVT. LTD.**
Job Title : **Business Development Associate (BDA)-Male candidates only / Product Specialist (PS)**
Date : **During February 2020 (Date will confirm soon)**
Reporting time : 9.00 a.m.
Venue : SCMS School of Engineering and Technology, Karukutty

Company Profile: Think & Learn Pvt Ltd is a pioneer in the global edtech segment and the parent company of **Byju's the Learning app**, the largest K12 learning app in the world with over 10million students learning with us. A winner of the Deloitte Fastest 50 India Award for six years in a row and a winner of the Fastest 300 Asia Award for the last three years, the company has doubled its growth year on year. Byju's the Learning App provides lessons in math and science for students from grade 4 to 12 through formats such as videos, tests, quizzes, personalised learning paths and even games. There are programs also for competitive examinations like the JEE, NEET, CAT, GRE, GMAT and UPSC. Byju's Learning App is a giant in the global edtech space with an array of investors valuing the company at thousands of crores. It was also the first Asian company to get the backing of Facebook's founder Mark Zuckerberg. Our employees can look forward to multiple benefit schemes starting from incentives, impact bonuses, travel incentives, health benefits and much more & if you are passionate about making India and the world Think & Learn through various platforms, modes and pedagogies then look no further!

Job Description: Attached for your reference.

Sector: Sales, Marketing, Business Development.

Preferred Skill Sets:

Keen interest in education, Being interested in mentoring students, A knack for sales and positioning an idea.

Locations: Across India

Academic Qualification: **B.E / B.Tech, Post graduation**

UG/PG Cut-off Score: 6 CGPA or 60% and above, Backpaper if any, should be cleared before joining

Selection Process: Group Round and Personal Interviews.

CTC:

For BDA: 10 lakhs (7 L fixed and 3L Performance Pay)-Male candidates only

For PS: 4.75 lakhs (4 L fixed and .75L Performance Pay)

Candidates should have:

- 1 copy of RESUME
- One sets of copies of your mark lists [10th/12th/Graduation/PG (if applicable)]
- One passport size photograph attached to the resume
- College ID Card

Dr. Varun G Menon

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

2 attachments



BYJUS-CAMPUS JD.pdf

1326K



Campus PS JD.pdf

155K



Offer Letter

Name: Athira K s

Date: Wednesday, August 19, 2020

Dear Ms. Athira K s,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited (“Company”), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, August 25, 2020**. Your work location would be **IBC Knowledge Park, Bangalore / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the

Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : IBC Knowledge Park, Bangalore / Bangalore
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared



OFFER LETTER

Mr. Sivanayyan P

Date: Friday, November 13, 2020

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education.

We are pleased to offer you the position of Trainee-Repayment and Collections on following terms and conditions:

Offer Details:

Designation:	Trainee-Repayment and Collections
Department:	Supply Chain (51000006)
Sub Department:	Digital Finance
Employment Type:	Trainee
Date of Joining:	Friday, November 20, 2020
Role Location:	Bangalore - IBC Knowledgepark
CTC per Annum:	350000 INR

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- 1.Provident Fund
- 2.Income tax deducted at source at the rates applicable
- 3.Employment/Professional taxes
- 4.Dues to company including loans and advances



Offer Letter

Name: Mohammed Raihan Haq ck

Date: Tuesday, June 30, 2020

Dear Mr. **Mohammed Raihan Haq ck**,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, July 7, 2020**. Your work location would be **Calicut / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : Calicut
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.



Offer Letter

Name: Ashwin K a

Date: Wednesday, December 23, 2020

Dear Mr. **Ashwin K a**,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. Date of Joining & Work Location: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, December 29, 2020**. Your work location would be **Calicut / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

3. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 2. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

4. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

5. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

6. Department, Designation & Reporting Manager:

Department	: Business Development (51000000)
Designation	: Business Development Trainee - Sales
Reporting Manager	: Rahul Raj (TNL201605108)
Role Location	: Calicut / Bangalore
BDT Training Location	: Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.



Offer Letter

Name: Nitin Satish

Date: Friday, July 3, 2020

Dear Mr. Nitin Satish,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, July 14, 2020**. Your work location would be **Thrissur / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : Thrissur
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.



sset last name <sset@scmsgroup.org>

Invitation - Infosys Campus Recruitment Program - 2020

4 messages

Sonu Jose <sonu.jose@infosys.com>

Fri, Aug 16, 2019 at 6:38 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun G Menon,

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,330+ clients in 45 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,29,000+ employees make this happen. As we begin campus recruitment for 2020 batch of students, we would like to share what we have in store.

At Infosys, we have a signature strategy to help our employees move forward. This is done by enabling employees build the next technology solutions, making sure their careers never stand still and navigating further together in a culture of inclusiveness. Through always-on learning options, career opportunities through bridge programs, training in advanced technologies at our Global Education Center in Mysore, and facilities to create work-life balance, we help our people to achieve what they desire the most.

We are keen to partner with your esteemed institution for Infosys Campus Recruitment Program 2020.

We are confident that you would be able to accommodate us as a **Day 1** company. Please affirm the same over email and also share with us suitable dates for the recruitment process by **20th Aug 2019**. We have attached our eligibility criteria for your reference.

Looking forward to a long and successful partnership with you again!

Best Regards,

Sonu Jose

Talent Acquisition

Infosys Limited

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 **Eligibility_Criteria.pdf**
342K

SSET <sset@scmsgroup.org>

Sat, Aug 17, 2019 at 1:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sonu,

Thanks for the **Infosys Campus Recruitment Program 2020** program details. As per your mail, the recruitment drive of your esteemed organization, **Infosys Limited** is confirmed as **Day 1 Status Exclusively** for our 2020 batch students.

We do look forward to host the recruitment process **at any convenient dates during 25th, 26th or 27th September 2019**. Kindly confirm the date and mail us further details of drive.

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Sonu Jose <sonu.jose@infosys.com>

Sat, Aug 17, 2019 at 5:15 PM

To: SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sir,

Thankfully acknowledging your email.

I shall write to you shortly with further details and confirmation on process dates.

Warm regards,

Sonu Jose

From: SSET [mailto:sset@scmsgroup.org]

Sent: 17 August 2019 01:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>; Pramod_MV <Pramod_MV@infosys.com>

Subject: Re: Invitation - Infosys Campus Recruitment Program - 2020

[**EXTERNAL EMAIL**]


[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Oct 9, 2021 at 3:00 PM

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]

 **Eligibility_Criteria.pdf**
342K



sset last name <sset@scmsgroup.org>

RE: Infosys Campus Recruitment 2019-20 - Final Selects

2 messages

AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Thu, Oct 3, 2019 at 5:06 PM

To: SSET <sset@scmsgroup.org>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

Greetings from Infosys!

This is with reference to the campus recruitment process conducted in your institute for the 2020 batch. Please find attached the final list of students who have been selected for offer.

We thank you for the support extended to conduct a seamless process and look forward for a long relationship with your esteemed institute. Please feel free to call me for any clarification.

Thanks & Regards,

Amogh Bengeri

Associate Lead - TA

Talent Acquisition Team

**Final list of selected students - 2020 - SCMS School of Engineering and Technology.doc**

118K

SSET <sset@scmsgroup.org>

Wed, Oct 9, 2019 at 9:54 AM

To: AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

On behalf of the management, principal, staff and students I thank you and your esteemed organization for visiting our campus and conducting on campus recruitment exclusively for our 2020 batch students on 2nd and 3rd October 2019 and for the 102 offers. We expect continuous interaction and support between our institution and your esteemed organization. Convey my best regards to your team members.

Please contact for further requirements.

With warm regards

Dr. Varun G Menon

10/12/21, 9:22 AM

SCMS Group of Institutions Mail - RE: Infosys Campus Recruitment 2019-20 - Final Selects

Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Date of Interview	3rd October 2019	Name of the Institute	SCMS School of Engineering and Technology
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SL No	Roll Number	Name	Email ID
1	SCM16CS002	Aaron Joseph Fernandez	aaronfernz@hotmail.com
2	SCM16CS004	Abdul Samad	abdulsamadsait07@gmail.com
3	SCM16ME004	Abhijith O	omanakuttanabhijith@gmail.com
4	SCM16CS006	Abhijith Anilkumar M	abhijith.anil@gmail.com
5	SCM16ME005	Abhimanue H	abhigpharila97@gmail.com
6	SCM16EC004	Aiswarya Nair	aiswarya.nair98@gmail.com
7	SCM16EE006	Aiswarya Unni	ais861998@gmail.com
8	SCM16CS011	Aiswarya Vinod	aiswaryavinod066@gmail.com
9	SCM16ME012	Akash Thenayamchery	akashravit@gmail.com
10	SCM16EE008	Akhil Krishna K B	itsmeh4343@gmail.com
11	SCM16CS015	Akshay Ajith	akshayajith9981@gmail.com
12	SCM16CS019	Amelin Denny	amelindenny@gmail.com
13	SCM16ME026	Anand Rajeev	anandrjv97@gmail.com
14	SCM16CE024	Anjaly S	anjus7090123@gmail.com
15	SCM16CS025	Ann Maria	annmaria1419@gmail.com
16	SCM16EC015	Annmary Jose	annmaryjose1999@gmail.com
17	SCM16EC017	Anooja Benny	anoojabenny15@gmail.com
18	SCM16CS026	Anson Pinhero	ansonpinhero@gmail.com
19	SCM18CSCY02	Anupama M L	anupamaml96@gmail.com
20	SCM16CS028	Anwin David	anwindavid@gmail.com
21	SCM16AU010	Arjun M A	arjunmattathil619@gmail.com
22	SCM16CS030	Arjun A Ghosh	ghosharjun23@gmail.com
23	SCM16CE037	Arya G Pradeep	aryagpradeep2015@gmail.com
24	SCM16CS033	Ashil K Shanavas	ashilshanavas@gmail.com
25	SCM16ME036	Aswin P	appuasok97@gmail.com
26	SCM16ME037	Aswin Radhakrishnan	aswinradhakrishnan98@gmail.com
27	SCM16CE041	Aswin Krishna K K	aswinkrishnakk@gmail.com
28	SCM16EC021	Athira Anilkumar	athiraanilkumar60@gmail.com
29	SCM16CS037	Athira Theres Thomas	athiratheres97@gmail.com

CONGRATULATIONS

30	SCM16CS040	Athul Jeevankumar Nedumpillil	kumarathul63@gmail.com
31	SCM16ME038	Athul Krishna N S	athulshahul@gmail.com
32	SCM16CS044	Bhavyasree P V	bhavyavijil@gmail.com
33	SCM16EC024	Chinju Paul	chinjupaul6@gmail.com
34	SCM16CS047	Chinmay Krishna S	chinmaykrishnas@gmail.com
35	SCM16EC025	Christine Mathew V M	christinemathewvm@gmail.com
36	SCM16EC026	Chythannya .	chaithanyavikraman19@gmail.com
37	SCM16ME046	Cibin Joy K	cibin.joyk1@gmail.com
38	SCM16CS049	David Paul	davidpthavoo@gmail.com
39	SCM16CE049	Diya Dileep	diyadilip6@gmail.com
40	SCM16ME049	Edwin P Baby	edwinrosemaria9@gmail.com
41	150293	Fathima Safna P A	fathima.safnav97@gmail.com
42	SCM16CS053	Ganesh Babu	gbabu387@gmail.com
43	SCM16EC034	Geswin Babu	geswinbabu98@gmail.com
44	SCM16ME055	Gijo George Netticadan	gijonetticadan@gmail.com
45	SCM16CS058	Gokul Das K	gokuldas1303@gmail.com
46	SCM16ME056	Gokul Krishna D	gokuldileep98@gmail.com
47	SCM18ECCE01	Gopika G	gopikan2k15@gmail.com
48	SCM16CS060	Gopika V	gopikavgk@gmail.com
49	SCM16CE055	Greeshma Girish Kumar	greeshma1998@gmail.com
50	SCM16CS062	Hudaif Mohammed M	hudaif747@gmail.com
51	SCM16CE058	Isha Sumesh	ishasumesh.kc@gmail.com
52	SCM16CS064	Jackson K George	jacksonkgeorge28@gmail.com
53	SCM16CE059	Jacob Francis Paruvummel	fjacob505@gmail.com
54	SCM16EC038	Jayashyam J	jayashyamjpvs@gmail.com
55	SCM16CS065	Jerin Jose	jerinjoseputhuserry7@gmail.com
56	SCM16EE035	K A Muhammed Sahal	mdshl29@gmail.com
57	SCM16CE070	Karishma Jayasing	karishmajayasing3@gmail.com
58	SCM16CE074	Krishnapriya Joshy	krishnapriyajoshy19@gmail.com
59	150301	Lakshmy J	lakshmy.jayaraj@gmail.com
60	SCM16CS071	M Akarsh	akarsh2868@gmail.com
61	SCM16AU024	M Harikrishnan	hanuharikrishnan@gmail.com
62	SCM16ME076	Mohammad Labeeb Ihsan	mohammadlabeeb@yahoo.com

CONGRATULATIONS

63	SCM16CS075	Mohammed Falah Yusuf Hamza	falahyusufhamza@gmail.com
64	SCM16CE084	Muhammed Lamy P J	lamypj666@gmail.com
65	SCM16CS076	Naijith Gopal Thandilakath	gnaijith78@gmail.com
66	SCM16CS077	Namisha .	namisha123@gmail.com
67	SCM18ECCE02	Nandana Ajith	nandanaajithk31@gmail.com
68	SCM16CS080	Navaneeth Asok	asok.navaneeth@gmail.com
69	SCM16CS081	Navya K S	navyashali1@gmail.com
70	SCM16CS083	Nidhuna C	nidhunacheriyedath@gmail.com
71	SCM16CS084	Nikil S Kumar	nikilskumar4444@gmail.com
72	SCM16ME083	Nirmal Jose	nirmaljoe14@gmail.com
73	SCM16ME084	Parthiv M Krishna	parthivmkrishna@gmail.com
74	SCM16CE094	Paul Francis P	paulfrancis98@gmail.com
75	SCM16CS087	Pranav Prakash	pranavprakash997@gmail.com
76	SCM16CS089	Prashant G	prashantganesh007@gmail.com
77	SCM16CS091	Richu Sabu Mathew	richusabu254@gmail.com
78	SCM18CECS13	Rintu Kurian	rx.kuttan@gmail.com
79	SCM16CS093	Risa Shereen	risasherinc@gmail.com
80	SCM16ME098	Rohith Krishna T J	tjengineer2255@gmail.com
81	SCM16CS094	Rose Mary Chakiath	rosemarybinny246@gmail.com
82	SCM18CECS14	S D Sreedevi Nair	sdsreedevinair21@gmail.com
83	SCM16EE048	Sachin S Nair	sachinsdp2298@gmail.com
84	SCM16CS098	Sajini Stalin	sajinistalin007@gmail.com
85	SCM16CS100	Sara Abraham	sara.abraham12@gmail.com
86	SCM16CS103	Sebin K I	sebinignatious@gmail.com
87	SCM16CE107	Shahanas V N	shanushahanas204@gmail.com
88	SCM16CS105	Sherin Philip	sherinphilip3@gmail.com
89	SCM16EC071	Shruthi Sudhir Nair	shruthisn98@gmail.com
90	SCM16CS106	Shwetha Mary Jacob	shwejacob@gmail.com
91	SCM16ME111	Shyam Shankar V	shyamshankar97@gmail.com
92	SCM16CS109	Sidharth K	sidharthk97india@gmail.com
93	SCM16CS112	Sreelakshmi Prasad	sreelakshmiPrasad77@gmail.com
94	SCM16EC073	Sreelakshmi S	sreelakshmi.sukumaran@gmail.com
95	SCM16CS113	Sreelekshmi S	sreelekshmisreelechu@gmail.com

CONGRATULATIONS

96	150320	Subhadra S Menon	subhadrasmenon@gmail.com
97	SCM16ME118	Syam K S	syamks8182@gmail.com
98	SCM16CS115	Thushara P T	thusharapt1997@gmail.com
99	SCM16CE114	Vani Vijayakumar	vanivijayakumar1997@gmail.com
100	SCM16CS118	Vishal M Nair	mnvishal25@gmail.com
101	SCM18CSCY05	Vishnu P R	vishnuprvishnu94@gmail.com
102	SCM16ME120	VIVEK M M	vivekmm76@gmail.com

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Amogh Bengeri

Date : 3rd October 2019

Designation : Associate Lead – TA

Signature :

HRD/1000847864/20-21

January 28, 2021

Mr. M Harikrishnan
Nandanam, Erayilkadavu,
Near Esi Dispensary,
Kottayam-686001
India

Ph: +91-7025650966

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **29-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. M Harikrishnan		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Harikrishnan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847378/20-21

January 27, 2021

Ms. Aiswarya Vinod
Aiswarya Jayanthi Road P.O,
Chalad
Kannur-670014
India

Ph: +91-8129518381

Dear Aiswarya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Vinod			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Vinod			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847383/20-21

October 28, 2020

Ms. Amelin Denny
Kolengaden House,
P.O.Kuttur,Kottekad
Thrisur-680013
India

Ph: 9387218145

Dear Amelin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Amelin Denny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Amelin Denny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848014/20-21

December 16, 2020

Ms. Athira Theres Thomas
Chittinappilly House Karukutty,
Near Neerolippara
Ernakulam-683576
India

Ph: +91-9746893993

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Theres Thomas			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Theres Thomas			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847444/20-21

December 1, 2020

Mr. Gokul Das K
Swathi Kizhakkekara(H),
Karakurissi (P.O)
Palakkad-678595
India

Ph: +91-9567093278

Dear Gokul,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Gokul Das K			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. Gokul Das K		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847456/20-21

December 23, 2020

Mr. Jackson K George
Kalathil House, Jubilee Road Patteripuram,
Aluva
Ernakulam-683101
India

Ph: +91-8089399280

Dear Jackson,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Jackson K George			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jackson K George
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848040/20-21

December 28, 2020

Mr. Jerin Jose
Puthussery House, Karukutty P.O, Besleham
Angamaly
Ernakulam-683576
India

Ph: +91-9539302195

Dear Jerin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jerin Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jerin Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847462/20-21

December 16, 2020

Mr. M Akarsh
12/353B,
Padamughal
Ernakulam-682030
India

Ph: +91-8592010389

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. M Akarsh			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Akarsh
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848073/20-21

December 2, 2020

Ms. Navya K S
Kolasseril House Koottukad,
Vadakkumpuram.P.O
Ernakulam-683521
India

Ph: 9400518725

Dear Navya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Navya K S			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Navya K S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848086/20-21

October 28, 2020

Mr. Nikil Kumar
Nellikapillil House, Knera-106, 1st Flr Asoka Road,
Kattayil Road Junction, Pottakuzhy, Kaloore
Ernakulam-682017
India

Ph: 9535738555

Dear Nikil,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Nikil Kumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Nikil Kumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000848090/20-21

October 28, 2020

Ms. Risa Shereen
Asharikandiyil(H) ,Karandode P.O,
Vadakara
Kozhikode-673508
India

Ph: 7594077673

Dear Risa,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Risa Shereen			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Risa Shereen
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/20-21/1000693549

August 24, 2020

Ms. Rose Mary Joy
Candidate ID: 1000693549
Pazhep A Rambil, (H)
Manathana (p.o)
Kannur
Kerala
India
Ph: (91) 94467 97739

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 07, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/Virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/1000847582/20-21

December 1, 2020

Ms. Sajini Stalin
Kuttikattu House,
Perumanoor
Ernakulam-682015
India

Ph: +91-7356585307

Dear Sajini,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848095/20-21

October 28, 2020

Ms. Sara Abraham
13 B1, Kent Glass House,
Vytilla
Ernakulam-682019
India

Ph: 9061410314

Dear Sara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sara Abraham		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sara Abraham			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847589/20-21

December 1, 2020

Ms. Sherin Philip
124-C, Pocket-E, L.I.G
Flats,G.T.B Enclave
Delhi-110093
India

Ph: +91-9745907484

Dear Sherin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sherin Philip			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sherin Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847594/20-21

December 16, 2020

Ms. Sreelakshmi Prasad
Padickal House Elambakapilly Po, Koovapady,
Perumbavoor
Ernakulam-683544
India

Ph: +91-9496129906

Dear Sreelakshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847602/20-21

November 12, 2020

Ms. Sreelekshmi S
Padmavilasom Near Tb Junction,
Kottarakkara P.O
Kollam-691506
India

Ph: +91-9072544514

Dear Sreelekshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sreelekshmi S			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sreelekshmi S		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847608/20-21

December 1, 2020

Ms. Thushara P T
Pookkulathu
Rajakad P O,,
Idukki-685566
India

Ph: +91-9447644878

Dear Thushara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Thushara P T
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Thushara P T			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847614/20-21

November 12, 2020

Mr. Vishal M Nair
Sreepadam, Edappon Aiyanikudy P.O,
Mavelikara
Alappuzha-690558
India

Ph: 9745660441

Dear Vishal,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Vishal M Nair			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Vishal M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847627/20-21

December 28, 2020

Ms. Annmary Jose
Chittinappilly House Karukutty P O,
Angamaly
Ernakulam-683576
India

Ph: +91-8078513408

Dear Annmary,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Annmary Jose			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Annmary Jose		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847634/20-21

October 28, 2020

Ms. Anooja Benny
Moozhikkachalil Karukutty,
Angamaly, Ernakulam
Ernakulam-683576
India

Ph: 7559887182

Dear Anooja,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Anooja Benny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Anooja Benny		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847642/20-21

December 23, 2020

Ms. Athira Anilkumar
Ambady House Edathala.P.O.,
Aluva
Ernakulam-683561
India

Ph: +91-9400838795

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Anilkumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Athira Anilkumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



sset last name <sset@scmsgroup.org>

TCS Off Campus Recruitment for 2019 and 2020 pass out batch

2 messages

Sumy Kuriakose <sumy.k@tcs.com>

Sat, Feb 20, 2021 at 11:23 AM

Dear Sir, Ma'am,

Greetings!

As you may be aware, TCS is going to hire the students from 2019 and 2020 pass out batch. The last date for registrations is 27-Feb-21. Please find attached the flyer for more details. Kindly circulate and please ensure maximum registrations.

Thanks & Regards,
Sumy Kuriakose
Academic Relationship Manager - Kerala
Desk: +91 484 6186695
VoIP: 448 6695
Cell: 9746830372
Tata Consultancy Services
TCS Centre SEZ Unit,
Infopark PO,
Kochi - 682042, Kerala
Mailto: sumy.k@tcs.com
Website: <http://www.tcs.com>

Experience certainty.	IT Services
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	Consulting

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97K



sset last name <sset@scmsgroup.org>
Draft To: Jayanand B <jayanand@scmsgroup.org>

Fri, Sep 10, 2021 at 12:59 PM

[Quoted text hidden]



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97K



Offer: Computer Consultancy

Ref: TCSL/DT20195450092/Trivandrum

Date: 02/04/2021

Ms. Anciya Johny
Poovely House Poothamkutty,
Holy Family Church Thabore,
Angamaly-683577,
Kerala.
Tel# 91-8943941640

Dear Anciya Johny,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/DT20195450092

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Anciya Johny
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Offer: Computer Consultancy
Ref: TCSL/DT20184512490/Mumbai
Date: 13/04/2021

Ms. Parvathy Harish
Mariath Parambil, Kallumadathil House Mathai Manjooran Road, Pachalam,
St Joseph School,
Ernakulam-682012,
Kerala.
Tel# 91-9447260110

Dear Parvathy Harish,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184512490

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Parvathy Harish
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



sset last name <sset@scmsgroup.org>

Invitation - Infosys Campus Recruitment Program - 2020

4 messages

Sonu Jose <sonu.jose@infosys.com>

Fri, Aug 16, 2019 at 6:38 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun G Menon,

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,330+ clients in 45 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,29,000+ employees make this happen. As we begin campus recruitment for 2020 batch of students, we would like to share what we have in store.

At Infosys, we have a signature strategy to help our employees move forward. This is done by enabling employees build the next technology solutions, making sure their careers never stand still and navigating further together in a culture of inclusiveness. Through always-on learning options, career opportunities through bridge programs, training in advanced technologies at our Global Education Center in Mysore, and facilities to create work-life balance, we help our people to achieve what they desire the most.

We are keen to partner with your esteemed institution for Infosys Campus Recruitment Program 2020.

We are confident that you would be able to accommodate us as a **Day 1** company. Please affirm the same over email and also share with us suitable dates for the recruitment process by **20th Aug 2019**. We have attached our eligibility criteria for your reference.

Looking forward to a long and successful partnership with you again!

Best Regards,

Sonu Jose

Talent Acquisition

Infosys Limited

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 **Eligibility_Criteria.pdf**
342K

SSET <sset@scmsgroup.org>

Sat, Aug 17, 2019 at 1:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sonu,

Thanks for the **Infosys Campus Recruitment Program 2020** program details. As per your mail, the recruitment drive of your esteemed organization, **Infosys Limited** is confirmed as **Day 1 Status Exclusively** for our 2020 batch students.

We do look forward to host the recruitment process **at any convenient dates during 25th, 26th or 27th September 2019**. Kindly confirm the date and mail us further details of drive.

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Sonu Jose <sonu.jose@infosys.com>

Sat, Aug 17, 2019 at 5:15 PM

To: SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sir,

Thankfully acknowledging your email.

I shall write to you shortly with further details and confirmation on process dates.

Warm regards,

Sonu Jose

From: SSET [mailto:sset@scmsgroup.org]

Sent: 17 August 2019 01:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>; Pramod_MV <Pramod_MV@infosys.com>

Subject: Re: Invitation - Infosys Campus Recruitment Program - 2020

[**EXTERNAL EMAIL**]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Oct 9, 2021 at 3:00 PM

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]



Eligibility_Criteria.pdf

342K



sset last name <sset@scmsgroup.org>

RE: Infosys Campus Recruitment 2019-20 - Final Selects

2 messages

AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Thu, Oct 3, 2019 at 5:06 PM

To: SSET <sset@scmsgroup.org>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

Greetings from Infosys!

This is with reference to the campus recruitment process conducted in your institute for the 2020 batch. Please find attached the final list of students who have been selected for offer.

We thank you for the support extended to conduct a seamless process and look forward for a long relationship with your esteemed institute. Please feel free to call me for any clarification.

Thanks & Regards,

Amogh Bengeri

Associate Lead - TA

Talent Acquisition Team

**Final list of selected students - 2020 - SCMS School of Engineering and Technology.doc**

118K

SSET <sset@scmsgroup.org>

Wed, Oct 9, 2019 at 9:54 AM

To: AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

On behalf of the management, principal, staff and students I thank you and your esteemed organization for visiting our campus and conducting on campus recruitment exclusively for our 2020 batch students on 2nd and 3rd October 2019 and for the 102 offers. We expect continuous interaction and support between our institution and your esteemed organization. Convey my best regards to your team members.

Please contact for further requirements.

With warm regards

Dr. Varun G Menon

Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Date of Interview	3rd October 2019	Name of the Institute	SCMS School of Engineering and Technology
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SL No	Roll Number	Name	Email ID
1	SCM16CS002	Aaron Joseph Fernandez	aaronfernz@hotmail.com
2	SCM16CS004	Abdul Samad	abdulsamadsait07@gmail.com
3	SCM16ME004	Abhijith O	omanakuttanabhijith@gmail.com
4	SCM16CS006	Abhijith Anilkumar M	abhijith.anil@gmail.com
5	SCM16ME005	Abhimanue H	abhigpharila97@gmail.com
6	SCM16EC004	Aiswarya Nair	aiswarya.nair98@gmail.com
7	SCM16EE006	Aiswarya Unni	ais861998@gmail.com
8	SCM16CS011	Aiswarya Vinod	aiswaryavinod066@gmail.com
9	SCM16ME012	Akash Thenayamchery	akashravit@gmail.com
10	SCM16EE008	Akhil Krishna K B	itsmeh4343@gmail.com
11	SCM16CS015	Akshay Ajith	akshayajith9981@gmail.com
12	SCM16CS019	Amelin Denny	amelindenny@gmail.com
13	SCM16ME026	Anand Rajeev	anandrjv97@gmail.com
14	SCM16CE024	Anjaly S	anjus7090123@gmail.com
15	SCM16CS025	Ann Maria	annmaria1419@gmail.com
16	SCM16EC015	Annmary Jose	annmaryjose1999@gmail.com
17	SCM16EC017	Anooja Benny	anoojabenny15@gmail.com
18	SCM16CS026	Anson Pinhero	ansonpinhero@gmail.com
19	SCM18CSCY02	Anupama M L	anupamaml96@gmail.com
20	SCM16CS028	Anwin David	anwindavid@gmail.com
21	SCM16AU010	Arjun M A	arjunmattathil619@gmail.com
22	SCM16CS030	Arjun A Ghosh	ghosharjun23@gmail.com
23	SCM16CE037	Arya G Pradeep	aryagpradeep2015@gmail.com
24	SCM16CS033	Ashil K Shanavas	ashilshanavas@gmail.com
25	SCM16ME036	Aswin P	appuasok97@gmail.com
26	SCM16ME037	Aswin Radhakrishnan	aswinradhakrishnan98@gmail.com
27	SCM16CE041	Aswin Krishna K K	aswinkrishnakk@gmail.com
28	SCM16EC021	Athira Anilkumar	athiraanilkumar60@gmail.com
29	SCM16CS037	Athira Theres Thomas	athiratheres97@gmail.com

CONGRATULATIONS

30	SCM16CS040	Athul Jeevankumar Nedumpillil	kumarathul63@gmail.com
31	SCM16ME038	Athul Krishna N S	athulshahul@gmail.com
32	SCM16CS044	Bhavyasree P V	bhavyavijil@gmail.com
33	SCM16EC024	Chinju Paul	chinjupaul6@gmail.com
34	SCM16CS047	Chinmay Krishna S	chinmaykrishnas@gmail.com
35	SCM16EC025	Christine Mathew V M	christinemathewvm@gmail.com
36	SCM16EC026	Chythannya .	chaithanyavikraman19@gmail.com
37	SCM16ME046	Cibin Joy K	cibin.joyk1@gmail.com
38	SCM16CS049	David Paul	davidpthavoo@gmail.com
39	SCM16CE049	Diya Dileep	diyadilip6@gmail.com
40	SCM16ME049	Edwin P Baby	edwinrosemaria9@gmail.com
41	150293	Fathima Safna P A	fathima.safnav97@gmail.com
42	SCM16CS053	Ganesh Babu	gbabu387@gmail.com
43	SCM16EC034	Geswin Babu	geswinbabu98@gmail.com
44	SCM16ME055	Gijo George Netticadan	gijonetticadan@gmail.com
45	SCM16CS058	Gokul Das K	gokuldas1303@gmail.com
46	SCM16ME056	Gokul Krishna D	gokuldileep98@gmail.com
47	SCM18ECCE01	Gopika G	gopikan2k15@gmail.com
48	SCM16CS060	Gopika V	gopikavgk@gmail.com
49	SCM16CE055	Greeshma Girish Kumar	greeshma1998@gmail.com
50	SCM16CS062	Hudaif Mohammed M	hudaif747@gmail.com
51	SCM16CE058	Isha Sumesh	ishasumesh.kc@gmail.com
52	SCM16CS064	Jackson K George	jacksonkgeorge28@gmail.com
53	SCM16CE059	Jacob Francis Paruvummel	fjacob505@gmail.com
54	SCM16EC038	Jayashyam J	jayashyamjpvs@gmail.com
55	SCM16CS065	Jerin Jose	jerinjoseputhuserry7@gmail.com
56	SCM16EE035	K A Muhammed Sahal	mdshl29@gmail.com
57	SCM16CE070	Karishma Jayasing	karishmajayasing3@gmail.com
58	SCM16CE074	Krishnapriya Joshy	krishnapriyajoshy19@gmail.com
59	150301	Lakshmy J	lakshmy.jayaraj@gmail.com
60	SCM16CS071	M Akarsh	akarsh2868@gmail.com
61	SCM16AU024	M Harikrishnan	hanuharikrishnan@gmail.com
62	SCM16ME076	Mohammad Labeeb Ihsan	mohammadlabeeb@yahoo.com

CONGRATULATIONS

63	SCM16CS075	Mohammed Falah Yusuf Hamza	falahyusufhamza@gmail.com
64	SCM16CE084	Muhammed Lamy P J	lamypj666@gmail.com
65	SCM16CS076	Naijith Gopal Thandilakath	gnaijith78@gmail.com
66	SCM16CS077	Namisha .	namisha123@gmail.com
67	SCM18ECCE02	Nandana Ajith	nandanaajithk31@gmail.com
68	SCM16CS080	Navaneeth Asok	asok.navaneeth@gmail.com
69	SCM16CS081	Navya K S	navyashali1@gmail.com
70	SCM16CS083	Nidhuna C	nidhunacheriyedath@gmail.com
71	SCM16CS084	Nikil S Kumar	nikilskumar4444@gmail.com
72	SCM16ME083	Nirmal Jose	nirmaljoe14@gmail.com
73	SCM16ME084	Parthiv M Krishna	parthivmkrishna@gmail.com
74	SCM16CE094	Paul Francis P	paulfrancis98@gmail.com
75	SCM16CS087	Pranav Prakash	pranavprakash997@gmail.com
76	SCM16CS089	Prashant G	prashantganesh007@gmail.com
77	SCM16CS091	Richu Sabu Mathew	richusabu254@gmail.com
78	SCM18CECS13	Rintu Kurian	rx.kuttan@gmail.com
79	SCM16CS093	Risa Shereen	risasherinc@gmail.com
80	SCM16ME098	Rohith Krishna T J	tjengineer2255@gmail.com
81	SCM16CS094	Rose Mary Chakiath	rosemarybinny246@gmail.com
82	SCM18CECS14	S D Sreedevi Nair	sdsreedevinair21@gmail.com
83	SCM16EE048	Sachin S Nair	sachinsdp2298@gmail.com
84	SCM16CS098	Sajini Stalin	sajinistalin007@gmail.com
85	SCM16CS100	Sara Abraham	sara.abraham12@gmail.com
86	SCM16CS103	Sebin K I	sebinignatious@gmail.com
87	SCM16CE107	Shahanas V N	shanushahanas204@gmail.com
88	SCM16CS105	Sherin Philip	sherinphilip3@gmail.com
89	SCM16EC071	Shruthi Sudhir Nair	shruthisn98@gmail.com
90	SCM16CS106	Shwetha Mary Jacob	shwejacob@gmail.com
91	SCM16ME111	Shyam Shankar V	shyamshankar97@gmail.com
92	SCM16CS109	Sidharth K	sidharthk97india@gmail.com
93	SCM16CS112	Sreelakshmi Prasad	sreelakshmiPrasad77@gmail.com
94	SCM16EC073	Sreelakshmi S	sreelakshmi.sukumaran@gmail.com
95	SCM16CS113	Sreelekshmi S	sreelekshmisreelechu@gmail.com

CONGRATULATIONS

96	150320	Subhadra S Menon	subhadrasmenon@gmail.com
97	SCM16ME118	Syam K S	syamks8182@gmail.com
98	SCM16CS115	Thushara P T	thusharapt1997@gmail.com
99	SCM16CE114	Vani Vijayakumar	vanivijayakumar1997@gmail.com
100	SCM16CS118	Vishal M Nair	mnvishal25@gmail.com
101	SCM18CSCY05	Vishnu P R	vishnuprvishnu94@gmail.com
102	SCM16ME120	VIVEK M M	vivekmm76@gmail.com

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Amogh Bengeri

Date : 3rd October 2019

Designation : Associate Lead – TA

Signature :

HRD/1000847864/20-21

January 28, 2021

Mr. M Harikrishnan
Nandanam, Erayilkadavu,
Near Esi Dispensary,
Kottayam-686001
India

Ph: +91-7025650966

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **29-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. M Harikrishnan		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Harikrishnan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847378/20-21

January 27, 2021

Ms. Aiswarya Vinod
Aiswarya Jayanthi Road P.O,
Chalad
Kannur-670014
India

Ph: +91-8129518381

Dear Aiswarya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Vinod			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Aiswarya Vinod
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847383/20-21

October 28, 2020

Ms. Amelin Denny
Kolengaden House,
P.O.Kuttur,Kottekad
Thrisur-680013
India

Ph: 9387218145

Dear Amelin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Amelin Denny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Amelin Denny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848014/20-21

December 16, 2020

Ms. Athira Theres Thomas
Chittinappilly House Karukutty,
Near Neerolippara
Ernakulam-683576
India

Ph: +91-9746893993

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Theres Thomas			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Athira Theres Thomas		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847444/20-21

December 1, 2020

Mr. Gokul Das K
Swathi Kizhakkekara(H),
Karakurissi (P.O)
Palakkad-678595
India

Ph: +91-9567093278

Dear Gokul,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Gokul Das K			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. Gokul Das K		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847456/20-21

December 23, 2020

Mr. Jackson K George
Kalathil House, Jubilee Road Patteripuram,
Aluva
Ernakulam-683101
India

Ph: +91-8089399280

Dear Jackson,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jackson K George
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jackson K George
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848040/20-21

December 28, 2020

Mr. Jerin Jose
Puthussery House, Karukutty P.O, Besleham
Angamaly
Ernakulam-683576
India

Ph: +91-9539302195

Dear Jerin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jerin Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jerin Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847462/20-21

December 16, 2020

Mr. M Akarsh
12/353B,
Padamughal
Ernakulam-682030
India

Ph: +91-8592010389

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. M Akarsh		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. M Akarsh		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000848073/20-21

December 2, 2020

Ms. Navya K S
Kolasseril House Koottukad,
Vadakkumpuram.P.O
Ernakulam-683521
India

Ph: 9400518725

Dear Navya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Navya K S			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Navya K S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848086/20-21

October 28, 2020

Mr. Nikil Kumar
Nellikapillil House, Knera-106, 1st Flr Asoka Road,
Kattayil Road Junction, Pottakuzhy, Kaloore
Ernakulam-682017
India

Ph: 9535738555

Dear Nikil,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Nikil Kumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Nikil Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848090/20-21

October 28, 2020

Ms. Risa Shereen
Asharikandiyil(H) ,Karandode P.O,
Vadakara
Kozhikode-673508
India

Ph: 7594077673

Dear Risa,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Risa Shereen			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Risa Shereen
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/20-21/1000693549

August 24, 2020

Ms. Rose Mary Joy
Candidate ID: 1000693549
Pazhep A Rambil, (H)
Manathana (p.o)
Kannur
Kerala
India
Ph: (91) 94467 97739

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 07, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/Virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/1000847582/20-21

December 1, 2020

Ms. Sajini Stalin
Kuttikattu House,
Perumanoor
Ernakulam-682015
India

Ph: +91-7356585307

Dear Sajini,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848095/20-21

October 28, 2020

Ms. Sara Abraham
13 B1, Kent Glass House,
Vytilla
Ernakulam-682019
India

Ph: 9061410314

Dear Sara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sara Abraham			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sara Abraham		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847589/20-21

December 1, 2020

Ms. Sherin Philip
124-C, Pocket-E, L.I.G
Flats,G.T.B Enclave
Delhi-110093
India

Ph: +91-9745907484

Dear Sherin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sherin Philip			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sherin Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847594/20-21

December 16, 2020

Ms. Sreelakshmi Prasad
Padickal House Elambakapilly Po, Koovapady,
Perumbavoor
Ernakulam-683544
India

Ph: +91-9496129906

Dear Sreelakshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847602/20-21

November 12, 2020

Ms. Sreelekshmi S
Padmavilasom Near Tb Junction,
Kottarakkara P.O
Kollam-691506
India

Ph: +91-9072544514

Dear Sreelekshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelekshmi S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelekshmi S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847608/20-21

December 1, 2020

Ms. Thushara P T
Pookkulathu
Rajakad P O,,
Idukki-685566
India

Ph: +91-9447644878

Dear Thushara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Thushara P T
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Thushara P T		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847614/20-21

November 12, 2020

Mr. Vishal M Nair
Sreepadam, Edappon Aiyanikudy P.O,
Mavelikara
Alappuzha-690558
India

Ph: 9745660441

Dear Vishal,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Vishal M Nair			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Vishal M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847627/20-21

December 28, 2020

Ms. Annmary Jose
Chittinappilly House Karukutty P O,
Angamaly
Ernakulam-683576
India

Ph: +91-8078513408

Dear Annmary,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Annmary Jose			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Annmary Jose		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847634/20-21

October 28, 2020

Ms. Anooja Benny
Moozhikkachalil Karukutty,
Angamaly, Ernakulam
Ernakulam-683576
India

Ph: 7559887182

Dear Anooja,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Anooja Benny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Anooja Benny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847642/20-21

December 23, 2020

Ms. Athira Anilkumar
Ambady House Edathala.P.O.,
Aluva
Ernakulam-683561
India

Ph: +91-9400838795

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Anilkumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Athira Anilkumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



sset last name <sset@scmsgroup.org>

Sutherland Campus Invite - SCMS School of Engineering and Technology!

1 message

ChandraShekhar G3 <ChandraShekhar.G@sutherlandglobal.com>

Tue, Jan 14, 2020 at 4:40 PM

To: SSET <sset@scmsgroup.org>

Cc: Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

Dear Mr. Varun,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at www.sutherlandglobal.com,

and follow us on FB www.facebook.com/SutherlandGlobalServicesIndia/

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive on the **15th Jan'20** at your esteemed institution.

-

Pre-requisite

-

Graduates/ Three year Diploma Holder
Basic computer knowledge in Hardware, Operating Systems and Networking
Aptitude for troubleshooting Desktops/ Laptops
Excellent spoken and written English communication skills
Open to work in Rotational shifts

Work Location	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Airoli)
Salary	Up to 2.50 L (Fresher's)

-

Interview process

Presentation	A presentation on Sutherland - 40 to 45 mins
Non-voice Screening	Essay writing
Initial Screening	JD/ one on one conversation in batches of 20 - 25 students - approx 45 mins per batch
Communication Assessment	Telephonic interview for those who cleared initial screening - 10 to 15 mins per candidate
HR Interview	Candidates clearing communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. **An auditorium with LCD Player** (For the Presentation)
2. **Audio & Video system** (to play videos)
3. **Printouts of non-voice assessment sheet for all participating candidates** (attached word file)
4. **Classrooms** (For initial screening)
5. **Database of eligible candidates**(Use preferably the format shown in the attached excel file)

Regards,



Chandra Shekhar G

Director & Head, Graduate Campus Hiring

SUTHERLAND

M: +919566032427 **E:** chandrashekhar.g@sutherlandglobal.com

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

2 attachments



Campus Non-Voice Sheet.docx

13K



Final Year Data Base.xlsx

15K



sset last name <sset@scmsgroup.org>

Follow up details of Sutherland - Campus recruitment

1 message

SSET <sset@scmsgroup.org>

Sat, Jun 27, 2020 at 2:47 PM

Bcc: abhijiths13@yahoo.com, athuks.plm@gmail.com, Aziya Tabassum <aziya.tabassum@gmail.com>, BIJITHA BALAKRISHNAN <bijithabalakrishnan53@gmail.com>, Gokul Sudhakaran <gokulsudhakaran768@gmail.com>, Harshith S <hr00019@gmail.com>, Lakshmi Nambiar <lakshminambiar60@gmail.com>, rajathomas734@gmail.com, rajathomas734@live.com, rifas muhammed <rifasmuhammed007@gmail.com>, saurav d bavar <sauravbavar@gmail.com>, Vaisak Vijay <vaisakvijay78@gmail.com>, tintu.abhi@gmail.com, DEEPA VARGHESE <deepapattath1998@gmail.com>, Leela krishnan <geethumeera@gmail.com>, meerarajnaair98@gmail.com, Nikhitha Titus <nikhithatitus13@gmail.com>, Nitin Satish <mailnitinsatish@gmail.com>, reshpkkrish3377@gmail.com, Richa Susan <richasusanv@gmail.com>, spsivanperumal@gmail.com, vismayanair2025@gmail.com, anaghaanil07@gmail.com, Denzzz Denzzz <denzzz100@gmail.com>, Devika p <devikap07@gmail.com>, "Salini Menon K.P" <salini0025@gmail.com>, sreelekshmija1997@gmail.com, swathyrajeevpilm@gmail.com, amalkrish11na@gmail.com, appukshaji132@gmail.com, Arjun G Nair <arjungn3@gmail.com>, binil2407@gmail.com, Harikrishnan PR <harikrishnanpr14@gmail.com>, Rayan Joseph Jaise <rayanjaise@gmail.com>, arundhathisnair98@gmail.com, ayishaashraf03@gmail.com, drishyajolly8@gmail.com, jamshyazeez18@gmail.com, kavya.kuttan20@gmail.com, Krishnadev Vinod <kichuvinod01@gmail.com>, tamim0010@gmail.com, Saran R Nair <saranrnair@gmail.com>

Dear Students,

Please find the below mail regarding the follow up details of Sutherland offer extended to you. If you didn't receive the call from Sutherland, even after completing your final university examinations, you can contact Ms. Silviya for any further clarifications,

Moreover, once you receive the joining date and joining letter, must share the same with sset@scmsgroup.org, without fail.

Thanks and regards

Sujitha Vinod
Secretary Placements
SCMS School of Engineering and Technology

----- Forwarded message -----

From: **Silviya T**
Date: Fri, Jun 26, 2020 at 2:54 PM
Subject: Sutherland - Campus recruitment
To: <sset@scmsgroup.org>

Hi,

I hope this email finds you safe and healthy.

We will be considering the further formalities of the shortlisted students after their completion of examinations.

Please do inform the **students that they will be receiving a call post completion of their examination**. You can also share my **contact details** mentioned below with them;

Mobile Number -9495295759

Thanks & Regards,
Silviya T
Talent Acquisition
Sutherland



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SBET**

Date : **15-01-2020**

Dear **AYISHA ASHRAF - CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date : **15-01-2020**

Dear **JAMSHY AZEEZ -CE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No : +91 44 4200 7864
CIN:U72200TN2000PTC045578



PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15-01-2020

Dear KAVYA P - CE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No. 16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4200 7684
CIN:U72200TN2000PTC045578

Date:05-10-2020

Welcome Note

Dear **Ms. Meera R Nair**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

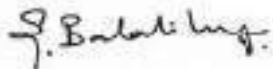
To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Date: 05-10-2020

To,
Ms. Meera R Nair,
Empcode -1459282

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Associate, for a fixed period of employment, on the following terms and conditions:

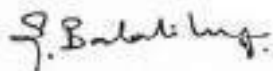
1. Your contract of employment shall be valid for a period of 6 months from 26-09-2020 to 25-03-2021. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time.
6. You will be covered under a Medical Insurance upto 100000 per annum and Group Accident Insurance Scheme of 200000 & Group Terms Life Insurance of 0. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy,during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Sutherland Global Services Pvt Ltd. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 15 days notice in writing or salary in lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Acceptance:

I Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Date: 05-10-2020

Ms. Meera R Nair,
Empcode -1459282

DEPUTATION LETTER

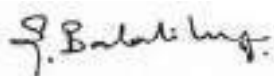
Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Sutherland Global Services Pvt Ltd with effect from 26-09-2020 at their KOCHI office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 26-09-2020, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from Sutherland Global Services Pvt Ltd and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Sutherland Global Services Pvt Ltd.
5. You shall be bound to follow the working hours of Sutherland Global Services Pvt Ltd.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside Sutherland Global Services Pvt Ltd and use such information only in connection with the service provided to Sutherland Global Services Pvt Ltd.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Sutherland Global Services Pvt Ltd. This arrangement is purely a contractual agreement between Randstad and Sutherland Global Services Pvt Ltd for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Sutherland Global Services Pvt Ltd or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Sutherland Global Services Pvt Ltd entrusted to you in the due discharge of your duties and shall indemnify Sutherland Global Services Pvt Ltd when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Schedule A

Assignment Details of Meera R Nair

Name	Meera R Nair
Client Name	Sutherland Global Services Pvt Ltd
Place of Deputed	KOCHI
Designation	Associate
Start date of Assignment	26-09-2020
End date of Assignment	25-03-2021

Annexure 1: Salary Break - Up Details

Component	Monthly	Yearly
Basic	6,630.00	79,560.00
House Rent Allowance	2,652.00	31,824.00
Statutory Bonus	583.00	6,996.00
Child Education Allowance	200.00	2,400.00
Driver Salary	795.00	9,540.00
Vehicle Reimbursement	2,400.00	28,800.00
Gross Salary	13,260.00	159,120.00
Employer's Contribution to ESI	431.00	5,172.00
Employer's Contribution to EPF	1,203.00	14,436.00
Insurance	86.00	1,032.00
CTC (Cost to the company)	14,980.00	179,760.00
Employee's Contribution to EPF	1,203.00	14,436.00
Employee's Contribution to ESI	100.00	1,200.00
Net-Take Home	11,957.00	143,484.00

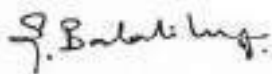
Rs.3000/- towards retention bonus on completion of 5 months contract

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By



Authorized Signatory
Balakrishnan S
Head - HRSSC

Meera R Nair

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

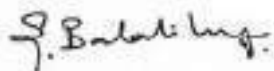
General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices or send an e-mail with scanned copy of the proofs mentioned to flexicare@randstad.in mentioning "bank account details" in the subject line of the mail.
3. You will have to provide your PAN card details within 15 days of your date of joining
 - a. In case, you don't have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
 - b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, regarding the same you can send an email to flexicare@randstad.in referencing your RIPL employee ID.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accept or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Meera R Nair have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstad's Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are redeployed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to your work

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www.randstad.in

in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.
4. Understand accident report procedures at your work site.
5. Always let someone know, where you are going and your expected time of return.
6. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

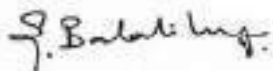
As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. To stop working and leave the area if you think you are in danger.
4. To inform your employer about health and safety issues or concerns.

Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.
2. Do not overload electrical outlets.
3. Do not expose electric conduits/plugs/sockets to water.
4. If your work requires you to lift weight frequently, understand load management procedures at work.
5. Do not operate machinery unless you have been trained and authorized to do so.
6. Never throw anything from any height.
7. If you use tools as part of your work use only the right and authorized tools.
8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.
9. Cooperate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

CODE OF CONDUCT

This Code of Conduct describes and summarizes the standards of business conduct for Randstad and also highlights the importance of ethical value in conducting the business affairs of Randstad.

Randstad would also review all applicable Randstad policies and procedures from time to time. This Code of Conduct is subject to modification. It may be updated as and when needed and the employee hereby agrees to accept the terms of such revised documents.

The Employees of Randstad are expected to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct. The honest conduct would be a conduct that is free from fraud or deception. Interactions with the clients, candidates, co-employees and any other individual shall be conducted in accordance with the standards mentioned.

It is the policy of the Company to conduct all of its business in an honest and ethical manner. In doing business anywhere in the world, neither the Company nor any employee or an entity associated with the Company shall offer, pay, promise, authorise or receive any bribe or other illicit payment or benefit in violation of any of the Anti-corruption Laws of the Country or the anti-corruption laws of any other nation in which the Company does business or renders services. This shall form part of the Company's Code of Conduct and Business Ethics.

The Employee agrees that he/she shall devote his/her full attention to the activities of Randstad and shall not, either during the term of the Employment or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by Randstad. The Employee further agrees that at any time during the subsistence of the Employment or for a period of six months subsequent thereto, the Employee shall not offer employment or consultancy or otherwise solicit the Employees of Randstad to work with him/her or any employer where he or she is employed.

It is not practical and possible to list all situations in which conflict of interest may arise, however, following examples of situations, which may constitute a conflict of interest, are provided for your perception regarding the nature and scope of the term a conflict of interest:

1. Engaging in any activity that interferes with your performance or responsibilities to Randstad
2. Accepting simultaneous employment with a Randstad supplier, customer, developer or competitor or taking part in any activity that enhances or supports a competitor's position
3. Conducting the business of Randstad with relative or with a business in which a relative is associated in any significant role
4. Accepting any offer, payment, promise to pay, or authorisation to pay any money, gift or anything of value from customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision, any act or failure to act, any commitment of fraud, or opportunity for the commission of any fraud.
5. Competing, directly or indirectly, with Randstad for the purchase or sale of the property, products, services or other interest. This Code of Conduct is part of the Corporate Governance of Randstad which extends equal opportunities to men and women at work, adhering to all legal compliances. Randstad's policy of transparency among employees are enabled through various HR practices including appraisals and performance evaluation, with adequate health and safety policies in place protecting the employee and the environment with a spirit of working together for the National interest.
6. You will be eligible for leave as per the client's company policy, during the period of your contract of employment.
7. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

Protection Of Confidential Information

All confidential information must be used for the purposes of Randstad. All Employees of Randstad must protect and respect the Intellectual property rights including the intellectual property rights of the clients of Randstad. Any violation of the intellectual property rights of any of the third parties in the capacity of a employee of Randstad shall be treated as illegal and shall be subject to legal action. The obligation to safeguard the proprietary and confidential information continues to exist even after leaving the employment of Randstad. Each of the Employees has liability to return all corporate confidential information in possession while leaving Randstad. They shall not be destroyed by any employee even while leaving Randstad, which shall amount to infringement of the Intellectual property rights of Randstad.

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www.randstad.in

Protection And Use Of Randstad's Assets

All Employees are responsible for protecting and for appropriate use of the assets of Randstad. The Employees must safeguard the assets of Randstad against loss, damage, misuse or theft. Any violation of this aspect of the code will subject to the disciplinary action up to and including termination of the employment or business relationship. The assets of Randstad including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of Randstad, hardware and software and all other electronic communication devices, must be utilized in legal, ethical and appropriate manner. Unauthorised usage of Randstad's assets to deal with any illegal transaction shall be subject to legal action.

Protection And Use of the Client's Assets

All Employees are responsible for protecting and for appropriate use of the assets of the client where the Employee is stationed. The Employees must safeguard the assets of the client against loss, damage, misuse or theft. The assets of the Client including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of the Client, hardware & software and all other electronic communication devices, must be utilised in legal, ethical and appropriate manner. Further, the Employee shall refrain from any unauthorised use, access, disclosure, alteration and/ destruction of information systems including but not limited to CV database, CV database, client's JD/JS details, client's CTC policy and break-ups, and any other confidential information, written or oral, whether or not, specified explicitly by the Client.

Employee Developments

The Employee agrees to communicate to Randstad as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with Randstad and for a period of 1 [one year] thereafter for the purpose of determining Randstad's rights in such Employee Developments.

press releases

The Employee shall not put out any press or other media release or make any public announcement or statement relating in anyway to the business of the Client/Randstad, the activities of the Client/Randstad and for such other information without the prior written consent of the authorised personnel.

Disciplinary Actions

It is expected from all Employees covered under this Code of Conduct that they will adhere to the principles and rules laid down in this code. The appropriate disciplinary action will be taken against the delinquent Employee who is found to violate these principles and policies or any other policy of Randstad. The disciplinary action may include immediate termination of employment, appropriate legal action or severing of business relationship at Randstad's sole discretion. Randstad will recover any loss suffered by it due to violation of the provisions of this code by any delinquent in legal manner. All Employees are encouraged to report any suspected violation promptly.

(The Employee)

By

.....

Name

Meera R Nair

Title

Associate

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Non-Disclosure Agreement

This Non-Disclosure Agreement is made and entered on this 26-09-2020 day of 2020 at KOCHI by Mr/Ms Meera R Nair Son/Daughter of Rajeevalochanan E P aged about 22 years and residing at Edakala House, Elenthikara P O Ernakulam District, 683594 Kerala, Kerala, 683594 hereinafter referred to as employee.

To

Randstad India Ltd. a company incorporated under the Companies Act, 1956 and having its registered office at Old No.5&5A, No.9, Pycrofts Garden Road, Nungambakkam, Chennai - 600 006, Ph: 044-6622 7000

WHERE AS

Randstad India Ltd. is a subsidiary of Randstad Holding NV, Netherlands and includes its other subsidiaries like Randstad Executive Search Ltd, Minvesta Infotech Ltd in India and such other Foreign Subsidiaries across the globe. This NDA is intended to maintain the confidentiality of all such confidential information available to all the EMPLOYEES of the Group. Essentially this NDA applies to whichever Group of Company, the EMPLOYEE is employed with, irrespective of his/her employment in maintaining the confidentiality of the available confidential information.

In the above context, the Group Company which has employed the Employee shall hereinafter be construed as "Company", which expression shall include the group companies within the context and meaning of this NDA agreement to maintain the confidentiality by the Employee. This expression shall hold good for the purpose of this NDA only and not in any other context of interpretation.

WHERE AS

1. The Company has offered and the Employee has agreed to take up employment with the Company under the terms and conditions set out in the letter of Appointment the ("Employment Agreement").
2. In accordance with the terms of the Employment Letter, the Employee hereby executes this Non-Disclosure Agreement with regard to the confidential information and the competition obligations of the Employee.

NOW THE PARTIES AGREE AS FOLLOWS

For the purpose of this Agreement, the term "Confidential Information" shall mean and include any and all tangible expression of information including all written or oral disclosures made by the Company to the Employee, provided to the Employee by the Company or parent, subsidiary, group company or customer of the Company or otherwise received by the Employee in the course of his/her employment with the Company or any intellectual property belonging to the Company, and shall specifically include, without limitation, pricing, methods, processes, financial data, technical data, lists, products, trade secrets, know-how, photographs, plans, notes, renderings, journals, notebooks, computer programs, computer readable video, audio or sound files, and samples relating thereto as well as any confidential or proprietary information owned by any other person or entity and furnished by such person or entity pursuant to an undertaking to maintain the same in confidence.

The Employee agrees that he/she shall, at all times, during the term of his/her employment with the Company hold the Confidential Information in trust for the Company and shall not in any manner use, transfer, publish, disclose, or report the Confidential Information directly or indirectly, except to other Employees of the Company or to authorised third parties as may be necessary in the ordinary course of the duties of the Employee for the Company or otherwise as directed by the Company.

The Employee represents that his/her performance of the terms of this Agreement and his employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by him/her in confidence from any third-party. The Employee represents that he has not entered into, and agrees not to enter into, any agreement in conflict with this Agreement or which in any way prohibits his performance of or restricts his ability to perform his obligations under this Agreement. The Employee has not brought, and agrees he/she will not bring, with him/her to the Company for use in his/her employment with the Company any materials or documents of a former employer or any other person or entity for whom he/she has provided services (paid or unpaid) that are not generally available to the public unless he/she has obtained express written authorisation from the former employer or other person or entity for whom he/she has provided such services for their possession and use.

The Employee agrees that if his/her employment is terminated at any time during or at the end of the probationary period as provided in the Employment Letter, the provisions of this Agreement shall continue to remain binding on the Employee.

The Employee agrees that he/she shall not for a period of three years from the date of termination of the Employment Letter, directly or indirectly, disclose, transfer, or use any Confidential Information, except with the prior written consent of the Company or except, in accordance with the provisions of Clause 6 hereunder, when so required pursuant to a valid and subsisting order of a court or other judicial, quasi-judicial or government body.

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Nungambakkam, Chennai 600 006.
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If the Employee is required, either during his/her employment or at any time within the three-year period specified in Clause 5 above, to disclose Confidential Information pursuant to a valid and subsisting order of a court or other judicial, quasi judicial or government body, the Employee shall, forthwith, upon receiving notice of the requirement of such disclosure, give adequate notice to the Company thereof so as to allow the Company a reasonable opportunity to limit such disclosure. In any event the Employee, in making such disclosure shall only disclose such information as maybe absolutely necessary and only to the extent expressly required by the court or other judicial, quasi judicial or government body.

The absence of any marking or statement that a particular item of information is Confidential Information shall not affect its status as Confidential Information. The Employee shall bear the burden of proving that, that information is not Confidential Information.

All notes, proposals, documents, data, floppy disc(s), zip drives, tapes, reference items, sketches, drawings, memoranda, records, and other materials and media in any way containing any Confidential Information or related to the Confidential Information or otherwise to the Company's business shall belong exclusively to the Company. The Employee shall make copies of such material only if absolutely necessary in the course of the Employee's employment with the Company or otherwise for the benefit of the Company. The Employee hereby undertakes to return to the Company all copies of such materials in the Employee's possession or under the Employee's control at the request of the Company or, in the absence of such a request, upon the expiry of the terms of this Agreement.

The Employee represents and warrants that the performance by him/her of all of the terms of this Agreement and any services to be rendered by him/her as an Employee of the Company do not and will not breach any fiduciary or other duty, covenant, or agreement relating to any proprietary information, knowledge of data acquired by the Employee in confidence, trust, or otherwise, prior to the Employee's employment by the Company to which the Employee is a party or by the terms of which the Employee may be bound. The Employee covenants that he/she shall not, during his/her employment with the Company do any act or deed which conflicts with the provisions of any prior contract or agreement. The Employee further

covenants and agrees not to enter into any agreement or understanding, either written or oral, in conflict with the provisions of this Agreement. The Employee shall promptly disclose to the Company and assign in favour of the Company in such form and manner as the Company may reasonably require all

1. inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trade marks, trade names, logos, art work, slogans, know-how, processes, source code, application development, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefore), and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages whether now existing or subsequently developed by the Employee ("Employee Developments") and
2. such information and data pertaining to the business, operations, personnel, activities, financial affairs, and other information relating to the Company and its customers, suppliers, Employees and other persons having business dealings with the Company as maybe reasonably required for the Company to operate its business ("Proprietary Information"). It is understood that the Employee Developments and the Proprietary Information is proprietary in nature and shall be for the exclusive use and benefit of the Company, shall be and remain the property of the Company both during the term of employment with the Company and thereafter and shall be held in trust by the Employee for the sole right and benefit of the Company. If so requested by the Company, the Employee shall execute and deliver to the Company any instrument as the Company may reasonably request to effectuate the assignment of any such Employee Developments or Proprietary Information to the Company or to otherwise evidence, establish, maintain or protect the Company's right, title and interest thereto. Without limiting the generality of the foregoing, the Employee hereby releases and waives and assigns to the Company any and all claims and rights which he/she has against the Company in respect of the Employee Developments, including without limitations, technology, know-how, licences or other proprietary rights or processes of the Company.

The Employee agrees to communicate to the Company as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with the Company and for a period of [one year] thereafter for the purpose of determining the Company's rights in such Employee Developments. During the term of his/her employment and thereafter, the Employee will assist the Company and/or its nominees or assigns (without charge but at no expense to Employee) in every lawful way to obtain, maintain and enforce any and all intellectual property rights and protections relating to all Employee Developments, including by executing relevant documents. Employee hereby irrevocably designates and appoints the Company and its duly authorised officers and agents as his/her agent and attorney in fact to execute and file any and all applications and other necessary documents and to do all other lawfully permitted acts to further the prosecution, issuance or enforcement of patents, copyrights, trade secrets and similar protections related to such Employee Developments with the same legal force and effect as if the Employee had executed them himself/herself.

The Employee agrees that he/she shall devote his/her full attention to the activities of the Company and shall not, either during the term of the Employment Letter or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by the Company. The Employee further agrees that at any time during the subsistence of the Employment Letter or for a period of six months subsequent thereto the Employee shall not offer employment or consultancy or otherwise solicit the Employees of the Company to work with the Employee or any employer of the Employee.

The breach alleged or otherwise, by the Company of any obligation arising or in any manner owed by the Company to the Employee shall not affect the validity or enforceability of the Employee's covenants/obligations set forth in this Agreement.

The Employee understands that the Company shall suffer irreparable harm and injury in the event the Employee breaches any of its covenants/obligations under this Agreement and that money damages shall be inadequate to compensate the Company for such breach. Accordingly, in the event of any breach or threatened breach by the Employee of any of the provisions of this Agreement, the Company, shall in addition to and not in limitation of any other rights, remedies or damages available to the Company at law or in equity, be entitled to a temporary restraining order, preliminary injunction and permanent injunction in order to prevent or to restrain any such breach by the Employee, or by and/or all persons directly or indirectly acting for, on behalf of, or with, the Employee.

Notwithstanding anything contained in this Agreement, the obligations of the Employee and the rights of the Company arising hereunder shall be deemed to have commenced upon the date of the execution of the Employment Letter regardless of the actual date of execution of this Agreement and shall continue to remain in full force and effect and continue to be binding upon the parties until the expiry of three years from the date of termination of the Employment Letter unless the parties mutually agree to extend such confidentiality period

If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this Agreement, or comprising an integral part of, or inseparable from the remainder of this Agreement.

IN WITNESS WHEREOF these presents have been executed by the parties hereto on the day and year first herein above written.

(The Employee)

By

.....

Name

Meera R Nair

Title

Associate

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

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www.randstad.in

Self-Declaration & Undertaking form

Name: Meera R Nair
Employee ID: 2170104
Designation: Associate
Service Function / Vertical :
Centre / Location : KOCHI

Sub: Acceptance of Established policies and affiliated risks

I hereby Confirm that I have read through the Randstad and applicable client policies & procedures. I understand its implication to the fullest and hereby confirm to the fact that i would be held personally responsible for actions done, in contravention to established policies and procedure.

Signed

Date



PROVISIONAL OFFER LETTER

Campus Name: **SSET**

Date : **15-01-2020**

Dear **NIKHITHA TITUS -ECE**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date: 15-01-2020

Dear RESHMA RADHAKRISHNAN -ECE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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- 10th & 12th and UG/PG education certificates
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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
The Gateway Office Part, IT/ITES SEZ, Block -A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4200 7864
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15-01-2020

Dear VISMAYA P - ECE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.


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- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SSET

Date : 15 - 01 - 2020

Dear SALINI MENON K P - EEE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



sset last name <sset@scmsgroup.org>

Invitation - Infosys Campus Recruitment Program - 2020

4 messages

Sonu Jose <sonu.jose@infosys.com>

Fri, Aug 16, 2019 at 6:38 PM

To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>



Dear Prof. Varun G Menon,

Infosys is a global leader in next-generation digital services and consulting. We enable more than 1,330+ clients in 45 countries to navigate their digital transformation. We do it by enabling the enterprise with an AI-powered core, empowering the business with agile digital at scale, and our always-on learning agenda. Our team of 2,29,000+ employees make this happen. As we begin campus recruitment for 2020 batch of students, we would like to share what we have in store.

At Infosys, we have a signature strategy to help our employees move forward. This is done by enabling employees build the next technology solutions, making sure their careers never stand still and navigating further together in a culture of inclusiveness. Through always-on learning options, career opportunities through bridge programs, training in advanced technologies at our Global Education Center in Mysore, and facilities to create work-life balance, we help our people to achieve what they desire the most.

We are keen to partner with your esteemed institution for Infosys Campus Recruitment Program 2020.

We are confident that you would be able to accommodate us as a **Day 1** company. Please affirm the same over email and also share with us suitable dates for the recruitment process by **20th Aug 2019**. We have attached our eligibility criteria for your reference.

Looking forward to a long and successful partnership with you again!

Best Regards,

Sonu Jose

Talent Acquisition

Infosys Limited

Copyright © 2019 Infosys Limited

Eligibility_Criteria.pdf
342K**SSET** <sset@scmsgroup.org>

Sat, Aug 17, 2019 at 1:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sonu,

Thanks for the **Infosys Campus Recruitment Program 2020** program details. As per your mail, the recruitment drive of your esteemed organization, **Infosys Limited** is confirmed as **Day 1 Status Exclusively** for our 2020 batch students.

We do look forward to host the recruitment process **at any convenient dates during 25th, 26th or 27th September 2019**. Kindly confirm the date and mail us further details of drive.

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Sonu Jose <sonu.jose@infosys.com>

Sat, Aug 17, 2019 at 5:15 PM

To: SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Pramod_MV <Pramod_MV@infosys.com>

Dear Sir,

Thankfully acknowledging your email.

I shall write to you shortly with further details and confirmation on process dates.

Warm regards,

Sonu Jose

From: SSET [mailto:sset@scmsgroup.org]

Sent: 17 August 2019 01:28 PM

To: Sonu Jose <sonu.jose@infosys.com>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>; Pramod_MV <Pramod_MV@infosys.com>

Subject: Re: Invitation - Infosys Campus Recruitment Program - 2020

[**EXTERNAL EMAIL**]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Sat, Oct 9, 2021 at 3:00 PM

Draft To: Jayanand B <jayanand@scmsgroup.org>

[Quoted text hidden]



Eligibility_Criteria.pdf

342K



sset last name <sset@scmsgroup.org>

RE: Infosys Campus Recruitment 2019-20 - Final Selects

2 messages

AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Thu, Oct 3, 2019 at 5:06 PM

To: SSET <sset@scmsgroup.org>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

Greetings from Infosys!

This is with reference to the campus recruitment process conducted in your institute for the 2020 batch. Please find attached the final list of students who have been selected for offer.

We thank you for the support extended to conduct a seamless process and look forward for a long relationship with your esteemed institute. Please feel free to call me for any clarification.

Thanks & Regards,

Amogh Bengeri

Associate Lead - TA

Talent Acquisition Team

**Final list of selected students - 2020 - SCMS School of Engineering and Technology.doc**

118K

SSET <sset@scmsgroup.org>

Wed, Oct 9, 2019 at 9:54 AM

To: AmoghVadiraj Bengeri <amoghvadiraj.b@infosys.com>

Cc: Pramod_MV <Pramod_MV@infosys.com>, Sonu Jose <sonu.jose@infosys.com>

Dear Sir,

On behalf of the management, principal, staff and students I thank you and your esteemed organization for visiting our campus and conducting on campus recruitment exclusively for our 2020 batch students on 2nd and 3rd October 2019 and for the 102 offers. We expect continuous interaction and support between our institution and your esteemed organization. Convey my best regards to your team members.

Please contact for further requirements.

With warm regards

Dr. Varun G Menon

Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]

Date of Interview	3rd October 2019	Name of the Institute	SCMS School of Engineering and Technology
--------------------------	------------------------------------	------------------------------	--

SL No	Roll Number	Name	Email ID
1	SCM16CS002	Aaron Joseph Fernandez	aaronfernz@hotmail.com
2	SCM16CS004	Abdul Samad	abdulsamadsait07@gmail.com
3	SCM16ME004	Abhijith O	omanakuttanabhijith@gmail.com
4	SCM16CS006	Abhijith Anilkumar M	abhijith.anil@gmail.com
5	SCM16ME005	Abhimanue H	abhigpharila97@gmail.com
6	SCM16EC004	Aiswarya Nair	aiswarya.nair98@gmail.com
7	SCM16EE006	Aiswarya Unni	ais861998@gmail.com
8	SCM16CS011	Aiswarya Vinod	aiswaryavinod066@gmail.com
9	SCM16ME012	Akash Thenayamchery	akashravit@gmail.com
10	SCM16EE008	Akhil Krishna K B	itsmeh4343@gmail.com
11	SCM16CS015	Akshay Ajith	akshayajith9981@gmail.com
12	SCM16CS019	Amelin Denny	amelindenny@gmail.com
13	SCM16ME026	Anand Rajeev	anandrjv97@gmail.com
14	SCM16CE024	Anjaly S	anjus7090123@gmail.com
15	SCM16CS025	Ann Maria	annmaria1419@gmail.com
16	SCM16EC015	Annmary Jose	annmaryjose1999@gmail.com
17	SCM16EC017	Anooja Benny	anoojabenny15@gmail.com
18	SCM16CS026	Anson Pinhero	ansonpinhero@gmail.com
19	SCM18CSCY02	Anupama M L	anupamaml96@gmail.com
20	SCM16CS028	Anwin David	anwindavid@gmail.com
21	SCM16AU010	Arjun M A	arjunmattathil619@gmail.com
22	SCM16CS030	Arjun A Ghosh	ghosharjun23@gmail.com
23	SCM16CE037	Arya G Pradeep	aryagpradeep2015@gmail.com
24	SCM16CS033	Ashil K Shanavas	ashilshanavas@gmail.com
25	SCM16ME036	Aswin P	appuasok97@gmail.com
26	SCM16ME037	Aswin Radhakrishnan	aswinradhakrishnan98@gmail.com
27	SCM16CE041	Aswin Krishna K K	aswinkrishnakk@gmail.com
28	SCM16EC021	Athira Anilkumar	athiraanilkumar60@gmail.com
29	SCM16CS037	Athira Theres Thomas	athiratheres97@gmail.com

CONGRATULATIONS

30	SCM16CS040	Athul Jeevankumar Nedumpillil	kumarathul63@gmail.com
31	SCM16ME038	Athul Krishna N S	athulshahul@gmail.com
32	SCM16CS044	Bhavyasree P V	bhavyavijil@gmail.com
33	SCM16EC024	Chinju Paul	chinjupaul6@gmail.com
34	SCM16CS047	Chinmay Krishna S	chinmaykrishnas@gmail.com
35	SCM16EC025	Christine Mathew V M	christinemathewvm@gmail.com
36	SCM16EC026	Chythannya .	chaithanyavikraman19@gmail.com
37	SCM16ME046	Cibin Joy K	cibin.joyk1@gmail.com
38	SCM16CS049	David Paul	davidpthavoo@gmail.com
39	SCM16CE049	Diya Dileep	diyadilip6@gmail.com
40	SCM16ME049	Edwin P Baby	edwinrosemaria9@gmail.com
41	150293	Fathima Safna P A	fathima.safnav97@gmail.com
42	SCM16CS053	Ganesh Babu	gbabu387@gmail.com
43	SCM16EC034	Geswin Babu	geswinbabu98@gmail.com
44	SCM16ME055	Gijo George Netticadan	gijonetticadan@gmail.com
45	SCM16CS058	Gokul Das K	gokuldas1303@gmail.com
46	SCM16ME056	Gokul Krishna D	gokuldileep98@gmail.com
47	SCM18ECCE01	Gopika G	gopikan2k15@gmail.com
48	SCM16CS060	Gopika V	gopikavgk@gmail.com
49	SCM16CE055	Greeshma Girish Kumar	greeshma1998@gmail.com
50	SCM16CS062	Hudaif Mohammed M	hudaif747@gmail.com
51	SCM16CE058	Isha Sumesh	ishasumesh.kc@gmail.com
52	SCM16CS064	Jackson K George	jacksonkgeorge28@gmail.com
53	SCM16CE059	Jacob Francis Paruvummel	fjacob505@gmail.com
54	SCM16EC038	Jayashyam J	jayashyamjpvs@gmail.com
55	SCM16CS065	Jerin Jose	jerinjoseputhuserry7@gmail.com
56	SCM16EE035	K A Muhammed Sahal	mdshl29@gmail.com
57	SCM16CE070	Karishma Jayasing	karishmajayasing3@gmail.com
58	SCM16CE074	Krishnapriya Joshy	krishnapriyajoshy19@gmail.com
59	150301	Lakshmy J	lakshmy.jayaraj@gmail.com
60	SCM16CS071	M Akarsh	akarsh2868@gmail.com
61	SCM16AU024	M Harikrishnan	hanuharikrishnan@gmail.com
62	SCM16ME076	Mohammad Labeeb Ihsan	mohammadlabeeb@yahoo.com

CONGRATULATIONS

63	SCM16CS075	Mohammed Falah Yusuf Hamza	falahyusufhamza@gmail.com
64	SCM16CE084	Muhammed Lamy P J	lamypj666@gmail.com
65	SCM16CS076	Naijith Gopal Thandilakath	gnaijith78@gmail.com
66	SCM16CS077	Namisha .	namisha123@gmail.com
67	SCM18ECCE02	Nandana Ajith	nandanaajithk31@gmail.com
68	SCM16CS080	Navaneeth Asok	asok.navaneeth@gmail.com
69	SCM16CS081	Navya K S	navyashali1@gmail.com
70	SCM16CS083	Nidhuna C	nidhunacheriyedath@gmail.com
71	SCM16CS084	Nikil S Kumar	nikilskumar4444@gmail.com
72	SCM16ME083	Nirmal Jose	nirmaljoe14@gmail.com
73	SCM16ME084	Parthiv M Krishna	parthivmkrishna@gmail.com
74	SCM16CE094	Paul Francis P	paulfrancis98@gmail.com
75	SCM16CS087	Pranav Prakash	pranavprakash997@gmail.com
76	SCM16CS089	Prashant G	prashantganesh007@gmail.com
77	SCM16CS091	Richu Sabu Mathew	richusabu254@gmail.com
78	SCM18CECS13	Rintu Kurian	rx.kuttan@gmail.com
79	SCM16CS093	Risa Shereen	risasherinc@gmail.com
80	SCM16ME098	Rohith Krishna T J	tjengineer2255@gmail.com
81	SCM16CS094	Rose Mary Chakiath	rosemarybinny246@gmail.com
82	SCM18CECS14	S D Sreedevi Nair	sdsreedevinair21@gmail.com
83	SCM16EE048	Sachin S Nair	sachinsdp2298@gmail.com
84	SCM16CS098	Sajini Stalin	sajinistalin007@gmail.com
85	SCM16CS100	Sara Abraham	sara.abraham12@gmail.com
86	SCM16CS103	Sebin K I	sebinignatious@gmail.com
87	SCM16CE107	Shahanas V N	shanushahanas204@gmail.com
88	SCM16CS105	Sherin Philip	sherinphilip3@gmail.com
89	SCM16EC071	Shruthi Sudhir Nair	shruthisn98@gmail.com
90	SCM16CS106	Shwetha Mary Jacob	shwejacob@gmail.com
91	SCM16ME111	Shyam Shankar V	shyamshankar97@gmail.com
92	SCM16CS109	Sidharth K	sidharthk97india@gmail.com
93	SCM16CS112	Sreelakshmi Prasad	sreelakshmiPrasad77@gmail.com
94	SCM16EC073	Sreelakshmi S	sreelakshmi.sukumaran@gmail.com
95	SCM16CS113	Sreelekshmi S	sreelekshmisreelechu@gmail.com

CONGRATULATIONS

96	150320	Subhadra S Menon	subhadrasmenon@gmail.com
97	SCM16ME118	Syam K S	syamks8182@gmail.com
98	SCM16CS115	Thushara P T	thusharapt1997@gmail.com
99	SCM16CE114	Vani Vijayakumar	vanivijayakumar1997@gmail.com
100	SCM16CS118	Vishal M Nair	mnvishal25@gmail.com
101	SCM18CSCY05	Vishnu P R	vishnuprvishnu94@gmail.com
102	SCM16ME120	VIVEK M M	vivekmm76@gmail.com

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Amogh Bengeri

Date : 3rd October 2019

Designation : Associate Lead – TA

Signature :

HRD/1000847864/20-21

January 28, 2021

Mr. M Harikrishnan
Nandanam, Erayilkadavu,
Near Esi Dispensary,
Kottayam-686001
India

Ph: +91-7025650966

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **29-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Harikrishnan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Harikrishnan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847378/20-21

January 27, 2021

Ms. Aiswarya Vinod
Aiswarya Jayanthi Road P.O,
Chalad
Kannur-670014
India

Ph: +91-8129518381

Dear Aiswarya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01-Mar-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Vinod			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Aiswarya Vinod		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847383/20-21

October 28, 2020

Ms. Amelin Denny
Kolengaden House,
P.O.Kuttur,Kottekad
Thrisur-680013
India

Ph: 9387218145

Dear Amelin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Amelin Denny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Amelin Denny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848014/20-21

December 16, 2020

Ms. Athira Theres Thomas
Chittinappilly House Karukutty,
Near Neerolippara
Ernakulam-683576
India

Ph: +91-9746893993

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Athira Theres Thomas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Athira Theres Thomas		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847444/20-21

December 1, 2020

Mr. Gokul Das K
Swathi Kizhakkekara(H),
Karakurissi (P.O)
Palakkad-678595
India

Ph: +91-9567093278

Dear Gokul,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Gokul Das K			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Gokul Das K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847456/20-21

December 23, 2020

Mr. Jackson K George
Kalathil House, Jubilee Road Patteripuram,
Aluva
Ernakulam-683101
India

Ph: +91-8089399280

Dear Jackson,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Jackson K George			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jackson K George
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848040/20-21

December 28, 2020

Mr. Jerin Jose
Puthussery House, Karukutty P.O, Besleham
Angamaly
Ernakulam-683576
India

Ph: +91-9539302195

Dear Jerin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jerin Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II

(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Jerin Jose			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847462/20-21

December 16, 2020

Mr. M Akarsh
12/353B,
Padamughal
Ernakulam-682030
India

Ph: +91-8592010389

Dear M,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. M Akarsh		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. M Akarsh
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848073/20-21

December 2, 2020

Ms. Navya K S
Kolasseril House Koottukad,
Vadakkumpuram.P.O
Ernakulam-683521
India

Ph: 9400518725

Dear Navya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Navya K S			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Navya K S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848086/20-21

October 28, 2020

Mr. Nikil Kumar
Nellikapillil House, Knera-106, 1st Flr Asoka Road,
Kattayil Road Junction, Pottakuzhy, Kaloore
Ernakulam-682017
India

Ph: 9535738555

Dear Nikil,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Nikil Kumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Nikil Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848090/20-21

October 28, 2020

Ms. Risa Shereen
Asharikandiyil(H) ,Karandode P.O,
Vadakara
Kozhikode-673508
India

Ph: 7594077673

Dear Risa,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Risa Shereen			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Risa Shereen
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/20-21/1000693549

August 24, 2020

Ms. Rose Mary Joy
Candidate ID: 1000693549
Pazhep A Rambil, (H)
Manathana (p.o)
Kannur
Kerala
India
Ph: (91) 94467 97739

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 07, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/Virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/1000847582/20-21

December 1, 2020

Ms. Sajini Stalin
Kuttikattu House,
Perumanoor
Ernakulam-682015
India

Ph: +91-7356585307

Dear Sajini,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sajini Stalin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000848095/20-21

October 28, 2020

Ms. Sara Abraham
13 B1, Kent Glass House,
Vytilla
Ernakulam-682019
India

Ph: 9061410314

Dear Sara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sara Abraham			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Sara Abraham		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847589/20-21

December 1, 2020

Ms. Sherin Philip
124-C, Pocket-E, L.I.G
Flats,G.T.B Enclave
Delhi-110093
India

Ph: +91-9745907484

Dear Sherin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sherin Philip			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sherin Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847594/20-21

December 16, 2020

Ms. Sreelakshmi Prasad
Padickal House Elambakapilly Po, Koovapady,
Perumbavoor
Ernakulam-683544
India

Ph: +91-9496129906

Dear Sreelakshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelakshmi Prasad
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847602/20-21

November 12, 2020

Ms. Sreelekshmi S
Padmavilasom Near Tb Junction,
Kottarakkara P.O
Kollam-691506
India

Ph: +91-9072544514

Dear Sreelekshmi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelekshmi S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Sreelekshmi S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847608/20-21

December 1, 2020

Ms. Thushara P T
Pookkulathu
Rajakad P O,,
Idukki-685566
India

Ph: +91-9447644878

Dear Thushara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Thushara P T
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Thushara P T			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000847614/20-21

November 12, 2020

Mr. Vishal M Nair
Sreepadam, Edappon Aiyanikudy P.O,
Mavelikara
Alappuzha-690558
India

Ph: 9745660441

Dear Vishal,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Vishal M Nair			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Vishal M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847627/20-21

December 28, 2020

Ms. Annmary Jose
Chittinappilly House Karukutty P O,
Angamaly
Ernakulam-683576
India

Ph: +91-8078513408

Dear Annmary,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Annmary Jose			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Annmary Jose
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847634/20-21

October 28, 2020

Ms. Anooja Benny
Moozhikkachalil Karukutty,
Angamaly, Ernakulam
Ernakulam-683576
India

Ph: 7559887182

Dear Anooja,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Anooja Benny			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Anooja Benny
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/1000847642/20-21

December 23, 2020

Ms. Athira Anilkumar
Ambady House Edathala.P.O.,
Aluva
Ernakulam-683561
India

Ph: +91-9400838795

Dear Athira,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Athira Anilkumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Athira Anilkumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

2018-19



sset last name <sset@scmsgroup.org>

Fwd: Eligibility and format OF UST GLOBAL

10 messages

Varun Jose <cr.rajagiri@gmail.com>
To: Placement Cell - RSET <pc.rajagiri@gmail.com>
Cc: jenty joy <jentyjoy@yahoo.com>
Bcc: sset@scmsgroup.org

Mon, Apr 1, 2019 at 11:51 AM

Hi,

Greetings for the day

UST Global Placement Drive
Date : 11-04-2019 (Thursday)

Eligibility criteria Of UST GLOBAL to attend the recruitment drive:-

- **Graduation:** B.E / B-Tech / M.Tech / MCA
- **Stream:** Computer Science / Information Technology / Information Science / Electronics / Electrical / Computer Application
- **Cut Off:** 60 % throughout the academics or 6.5 CGPA – No Standing Back Logs
- **Year of Passout:** 2019

Kindly send the list of students in the attached format on or before 5-04-2019



FORMAT UST.xlsx
11K

SSET <sset@scmsgroup.org>
To: "Sindhu C.K." <sindhuck@scmsgroup.org>
Cc: "Dr. Sherin Alex" <sherinalex@scmsgroup.org>, indu nair <indunair@scmsgroup.org>

Mon, Apr 1, 2019 at 11:56 AM

Dear Madam,

Kindly mail us the filled template of MCA candidates for UST Global drive on or before 4th April 2019.

Regards,

Sujitha Vinod
Secretary Placement Cell
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582

----- Forwarded message -----

From: **Varun Jose** <cr.rajagiri@gmail.com>
Date: Mon, Apr 1, 2019 at 11:51 AM
Subject: Fwd: Eligibility and format OF UST GLOBAL

To: Placement Cell - RSET <pc.rajagiri@gmail.com>
Cc: jenty joy <jentyjoy@yahoo.com>

Hi,

Greetings for the day

UST Global Placement Drive
Date : 11-04-2019 (Thursday)

Eligibility criteria Of UST GLOBAL to attend the recruitment drive:-

- **Graduation:** B.E / B-Tech / M.Tech / MCA
- **Stream:** Computer Science / Information Technology / Information Science / Electronics / Electrical / Computer Application
- **Cut Off:** 60 % throughout the academics or 6.5 CGPA – No Standing Back Logs
- **Year of Passout:** 2019

Kindly send the list of students in the attached format on or before 4-04-2019



FORMAT UST.xlsx

11K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Apr 1, 2019 at 12:18 PM

FYI.

----- Forwarded message -----

From: **Varun Jose** <cr.rajagiri@gmail.com>
Date: Mon, Apr 1, 2019 at 11:51 AM
Subject: Fwd: Eligibility and format OF UST GLOBAL
To: Placement Cell - RSET <pc.rajagiri@gmail.com>
Cc: jenty joy <jentyjoy@yahoo.com>

[Quoted text hidden]



FORMAT UST.xlsx

11K

Sindhu C.K. <sindhuck@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Apr 2, 2019 at 9:42 AM

MCA students details

[Quoted text hidden]

[Quoted text hidden]

--

With Regards
Sindhu.C.K.
Sr.Office Asst.



UST/850-GA-2020-0000051/2400681
12/01/2021

Lakshmi K B
Trivandrum

Sub: Letter of Offer

Dear Lakshmi,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debar you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 19/01/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 19/01/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.



If you accept this offer of employment, you are required to join your employment on or before 19/01/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted

A handwritten signature in blue ink, appearing to read "Vinesh George", with a horizontal line drawn underneath it.

Vinesh George
Group Manager HR

Lakshmi, K B

Encl : Annexure 1
Annexure 2



Annexure 1 (A)

Name: Lakshmi K B,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,750.00	105,000.00
House Rent Allowance	3,500.00	42,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,750.00	21,000.00
Other Allowance	12,729.17	152,750.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	437.50	5,250.00
Variable Pay		0.00
Cost to the Company (CTC)		350,000.00

***** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.**



UST/850-GA-2020-0000051/3406657
29/12/2020

SHIVANI G
Trivandrum

Sub: Letter of Offer

Dear SHIVANI,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debar you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 19/01/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 19/01/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.



If you accept this offer of employment, you are required to join your employment on or before 19/01/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted

A handwritten signature in blue ink, appearing to read "Vinesh George", with a horizontal line drawn underneath.

Vinesh George
Group Manager HR

SHIVANI, G

Encl : Annexure 1
Annexure 2



Annexure 1 (A)

Name: SHIVANI G,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,750.00	105,000.00
House Rent Allowance	3,500.00	42,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,750.00	21,000.00
Other Allowance	12,729.17	152,750.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	437.50	5,250.00
Variable Pay		0.00
Cost to the Company (CTC)		350,000.00

***** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.**



UST/850-GA-2020-0000051/3520936
12/01/2021

NIMA VARGHESE
Trivandrum

Sub: Letter of Offer

Dear NIMA,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debar you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 19/01/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 19/01/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.



If you accept this offer of employment, you are required to join your employment on or before 19/01/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted

A handwritten signature in blue ink, appearing to read "Vinesh George", with a horizontal line drawn underneath.

Vinesh George
Group Manager HR

NIMA, VARGHESE

Encl : Annexure 1
Annexure 2



Annexure 1 (A)

Name: NIMA VARGHESE,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,750.00	105,000.00
House Rent Allowance	3,500.00	42,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,750.00	21,000.00
Other Allowance	12,729.17	152,750.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	437.50	5,250.00
Variable Pay		0.00
Cost to the Company (CTC)		350,000.00

***** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.**



UST/850-GA-2020-0000051/3405316
29/12/2020

Geethy Varghese
Trivandrum

Sub: Letter of Offer

Dear Geethy,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debar you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 19/01/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 19/01/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.



If you accept this offer of employment, you are required to join your employment on or before 19/01/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted

A handwritten signature in blue ink, appearing to read "Vinesh George", with a horizontal line drawn underneath.

Vinesh George
Group Manager HR

Geethy, Varghese

Encl : Annexure 1
Annexure 2



Annexure 1 (A)

Name: Geethy Varghese,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,750.00	105,000.00
House Rent Allowance	3,500.00	42,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,750.00	21,000.00
Other Allowance	12,729.17	152,750.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	437.50	5,250.00
Variable Pay		0.00
Cost to the Company (CTC)		350,000.00

***** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.**



UST/850-GA-2020-0000051/3408109
29/12/2020

Manju Davis
Trivandrum

Sub: Letter of Offer

Dear Manju,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debar you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 19/01/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 19/01/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.



If you accept this offer of employment, you are required to join your employment on or before 19/01/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted

A handwritten signature in blue ink, appearing to read "Vinesh George", with a horizontal line drawn underneath.

Vinesh George
Group Manager HR

Manju, Davis

Encl : Annexure 1
Annexure 2



Annexure 1 (A)

Name: Manju Davis,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,750.00	105,000.00
House Rent Allowance	3,500.00	42,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,750.00	21,000.00
Other Allowance	12,729.17	152,750.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	437.50	5,250.00
Variable Pay		0.00
Cost to the Company (CTC)		350,000.00

***** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.**



UST/SO00055765-1-1-1/684269
December 2, 2019

Meenakshi Nair J
Alappuzha

Sub: Letter of Offer

Dear Meenakshi Nair,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with **US Technology International Pvt Ltd.** ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as **"Assoc. Software Developer", A1.**

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.**350,000.00/-** (Rupees **Three Lakh Fifty Thousand**) per annum. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- (i) Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- (ii) On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- (iii) You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts/prohibits or debars you from accepting the offer made by US Technology.
- (iv) That no amounts will be due and payable by you to your previous employer/s.
- (v) On joining our employment, that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items belonging to your previous employer/s.

This offer will be valid till **December 9, 2019**. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before **December 9, 2019**. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.



If you accept this offer of employment, you are required to join your employment on or before **December 9, 2019**. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for **US Technology International Pvt Ltd**

Accepted

A blue ink signature of Vinesh George, written in a cursive style.

Vinesh George
Group Manager HR

Meenakshi Nair J

Encl: Annexure 1
Annexure 2



Annexure 1 (A).

Name: Meenakshi Nair J,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,750.00	105,000.00
House Rent Allowance	3,500.00	42,000.00
Education Allowance	200.00	2,400.00
Bonus Ex-Gratia	1,750.00	21,000.00
Other Allowance	12,729.17	152,750.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	437.50	5,250.00
Total Monthly Gross	29,166.67	350,000.00
Variable Pay		0.00
Cost to the Company (CTC)		350,000.00

*** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.



UST/SO00055490-1-1-1/672154
November 5, 2019

Aleena Avarachan
Ernakulam

Sub: Letter of Offer

Dear Aleena,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with **US Technology International Pvt Ltd.** ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as **"Assoc. Software Developer", A1.**

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.**350,000.00/-** (Rupees **Three Lakh Fifty Thousand**) per annum. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: –

- (i) Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- (ii) On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- (iii) You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts/prohibits or debars you from accepting the offer made by US Technology.
- (iv) That no amounts will be due and payable by you to your previous employer/s.
- (v) On joining our employment, that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items belonging to your previous employer/s.

This offer will be valid till **November 7, 2019**. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before **November 7, 2019**. If you are accepting our offer letter, please send us your

confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.



If you accept this offer of employment, you are required to join your employment on or before **November 7, 2019**. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for **US Technology International Pvt Ltd**

Accepted

A handwritten signature in blue ink, appearing to read "Vinesh George", with a horizontal line underneath.

Vinesh George
Group Manager HR

Aleena Avarachan

Encl : Annexure 1
Annexure 2



Annexure 1 (A)

Name: Aleena Avarachan,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,750.00	105,000.00
House Rent Allowance	3,500.00	42,000.00
Education Allowance	200.00	2,400.00
Bonus Ex-Gratia	1,750.00	21,000.00
Other Allowance	12,729.17	152,750.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	437.50	5,250.00
Total Monthly Gross	29,166.67	350,000.00
Variable Pay		0.00
Cost to the Company (CTC)		350,000.00

***** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.**

**Annexure 1 (B)****Allowances Optional**

Please note that you have an option to choose between

- (1) Food Allowance
- (2) Leave Travel Assistance.

Subject to the detailed rules in relation to each of these allowances, you can avail of any or all of these four tax-saving allowances. If you do not opt for any of these, the respective amounts will be taxable and be paid as part of "Other Allowances".

Food Allowance

Sodexo Coupons will be issued for Rs. 1,000/- , Rs.2500/- or Rs.3000/- against Food Allowance for those who opt for the same. This will attract 3% service charges. The amount deducted from your salary against food allowance is entirely non-taxable.

Leave travel assistance

LTA (12.5% of basic pay) amount will be non-taxable only on submission of bills and will be paid at the end of each calendar year against the appropriate enclosures/bills produced with the appropriate form duly filled as per US Technology's policy and Income tax laws in force at the time of claim.

Please note that the above non-taxable components may change from time to time according to the company policy.

National Pension Scheme (Optional)

National Pension scheme (NPS) is a pension system regulated by the Pension Fund Regulatory and Development Authority (PFRDA), with objective to provide social security in India. Enrolment to NPS is purely voluntary. NPS provide old age retirement income along with tax exemption

Gratuity

You will be entitled to payment of gratuity strictly as per rules under the Payment of Gratuity Act, 1972.

Annual Variable Pay

The Variable Pay will be performance-based, and determined based on objective and quantitative indicators that determine how well you have met the performance objectives. The details of your objectives, and parameters used for determining the variable pay component will be communicated to you on joining employment. You will be eligible for bonus only after successful completion of one year of employment with US Technology.

Tax

Tax implications arising out of this structure would be borne by you.

Location

The initial place of work would be Trivandrum - UST Office. US Technology reserves the right to change your place of work in its sole discretion.

Termination of Service

1. During your employment with US Technology, a notice of two months is required to terminate employment from either side. The Company may terminate your employment by payment in lieu of the two months notice, without assigning any reason whatsoever, at the sole discretion of the Company.

**Warranty**

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and acceptance of the same by you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which you are a party (including, without limitation, any other employment agreement/s).

Jurisdiction

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Trivandrum shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise.

* * * * *



Documents to be furnished at the time of joining

The following documents are required to be produced at the time of joining:

1. Highest qualification certificate [convocation certificate / provisional certificate] and mark sheet [consolidated/semester-wise]
2. Relieving letter/resignation acceptance letter from most recent employer (if any)
3. Latest 3 salary slip or salary certificate from most recent employer
4. Experience certificate from all previous employers
5. UST offer letter signed
6. Passport (with ECNR stamp)
7. Proof of identity i.e. PAN card, Aadhar Card and Passport
8. Passport size photograph (1 copy)
9. Your income & investment declaration in the Form 12C. (Non-submission of this form will be treated as you do not have income from any other sources apart from your salary income from US Technology International Pvt. Ltd.)

***Please note that this offer letter covers all the commitments made on behalf of US Technology International Pvt. Ltd towards your employment with the company. It is your responsibility to ensure that any or all commitments made verbally during the selection process are documented prior to joining US Technology. Please note that the company will not be responsible for any verbal commitment made to the candidate except for those that are specifically documented in these pages.*

* * * * *

Offer electronically accepted by: Avarachan, Aleena
Offer electronically accepted on: Nov 6, 2019 11:15 AM
Offer electronically accepted from: 223.228.133.148



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment Program 2019 Confirmation

6 messages

Sonu Jose <sonu.jose@infosys.com>

Tue, Sep 18, 2018 at 1:54 PM

To: "Sahadevan R." <Sahadevan@scmsgroup.org>, SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>



Dear Prof. Sahadevan,

Greetings from Infosys!

We are entering into yet another exciting season of campus recruitment and we are elated you have chosen to partner with us this year. In continuation to our earlier email and discussions we are pleased to confirm our presence at your institute on **10th and 11th October 2018** for campus recruitment as a **Day 1 exclusive** company.

Please find below the schedule for the event,

Activity	Duration	No. of Questions
Day 1		
Company PPT and Q&A session	60 mins	NA
Online registration	10 mins	NA
Test-Section I/Arithmetic Reasoning and Analytical Thinking	25 mins	15 questions
Test-Section II/ Mathematical critical thinking and Logical reasoning	35 mins	10 questions
Test Section III/Test of communicative English	35 mins	40 questions
Day 2		
Interview(s)	As per schedule shared on Day 1	

Since the test process would be an online assessment we require your system details as per the attached format. Kindly share this '**System Information Sheet**' by **25-September-2018**. Also find attached the '**Student details sheet**' in which the data of eligible students is to be shared by **30-September-2018**. Kindly refer to the eligibility document shared with you through our earlier email.

Please share the attached '**Important Instructions to Students**' and '**Scholastic Average Sheet**' with the eligible candidates and communicate to them to adhere to the recommended time lines. The students need to carry a hand filled hard copy of the "Scholastic

Average Sheet" on the day of the test process.

Kindly note: The processes are system driven, hence any changes or additions post the cutoff date shall not be entertained.

Look forward to a very fruitful association with your institute this year!

Regards,





Sonu Jose

Talent Acquisition – Infosys Limited



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4 attachments





-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: "Mahendra K.S." <mahendra@scmsgroup.org>

Wed, Sep 19, 2018 at 10:27 AM

[Quoted text hidden]

4 attachments

-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: Sonu Jose <sonu.jose@infosys.com>
Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>

Mon, Sep 24, 2018 at 2:54 PM

Dear Sir,

Thanks for the confirmation of Infosys recruitment drive on **10th and 11th October 2018** as Day1 exclusive company. As per the mail, I am attaching herewith the filled System Information Sheet for your kind reference.

Regards

Mr. Mahendra K. S.
Placement Officer
SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450330



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment : Selected Candidates

1 message

SSET <sset@scmsgroup.org>

Fri, Oct 12, 2018 at 11:55 AM

Bcc: Jayesh Red <jayeshred20@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, adarsh sisi tk Ashi <adarshsasi.tk@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, althafashruf997@gmail.com, amalnambiar97@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand Anil <anandanil1997@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, apu joseph <apujoseph55@gmail.com>, aravindsabu5453@gmail.com, Aravind Uday <aravind.uday97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun krishna <arjunkrishna288@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswinpushkar@gmail.com, aswin chand <ppaswinlatha@gmail.com>, athuljyothis18@gmail.com, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, vpoyil@yahoo.co.in, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, bonny thomas <bonnythomask@gmail.com>, Clement Davis <clement.davis56@gmail.com>, Dany VA <danyvadassery@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, eby paulachan <ebypaulachan6413@gmail.com>, emmanuel joy <emmanuelJoy11@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, gauthamkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Gokul Anil <gokulanil48@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Haresh ps <hareshps418@gmail.com>, "Hari govind .a" <harimadhavam10@gmail.com>, iguzz creations <ignaciouscherian123@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, JEFFREY SHAJI <jeffreyshaji1997@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, jithild@gmail.com, Jithin Joseph <jithin7797@gmail.com>, joel antony <joelantonyalbert@gmail.com>, John Zachariah <johnzach96@gmail.com>, joseph sabu <josephsabub360@gmail.com>, joswin m o <joswinmo44@gmail.com>, jussaim007@gmail.com, maheshchandrababu97@gmail.com, Arunjith Kr <arunvi67@gmail.com>, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni Menon <krishnanunni.n.menon@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongee97@gmail.com>, Luke Dennis <lukedennis007@gmail.com>, manumohan0173@gmail.com, Mohammed Sahal <mohammedsahal356@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Nandagopal MNair <nandagopalnmair7@gmail.com>, nandhusanthosh22@gmail.com, Naveen Gopalakrishnan <naveengoploo@gmail.com>, Neil Jacob Abraham <neiljacobabraham@gmail.com>, Nigal Paul <nigalpaul61@gmail.com>, NIKHIL GEORGE <nikhilpopzgeorge@gmail.com>, nikhil George <nikhilmgeorge@gmail.com>, NITHIN KV <nithinkarurussi@gmail.com>, Nithin Raveendran <nithinraveendrann@gmail.com>, aravindba50@gmail.com, Raghav Sunil <raghavsunil.sachu@gmail.com>, Rahulk Pankajakshan <rahulkpankajakshan@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Rojin Jose <rojinjose282@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajith m p <sajithmp97@gmail.com>, Sanjay Mathew <sanjaymathew83@gmail.com>, Saul Joy <saul12joy@gmail.com>, Sebastian Jacob <sebjak459@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, Shawn Thomas George <shawnthomas97@gmail.com>, shifashameed16@gmail.com, Shreeram Raghupathy <shreeramcbe@gmail.com>, sreejith.r@live.com, Thoppil Sreejith <tsreejith999@gmail.com>, ts sreejith <sreejithoknow@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, thomas.joji@outlook.com, "THOMSON N.K" <thomsonnmkeloor@gmail.com>, Rahul Vinod <rahulvi1987@gmail.com>, Hari Krishnan <harikrishnan910@gmail.com>, j.vaisu97@gmail.com, Varun Jain <vjkhersingh@gmail.com>, VIMAL RANJEEV <vimalranjeev9@gmail.com>, Vivek K Sunil <vivekksunil100@gmail.com>, vysakksreenivas@gmail.com, abhay krishnan <abi007krishnan@gmail.com>, "ABHIJITH .V" <abhijithv575@gmail.com>, archeroono Gaming <girarcus@gmail.com>, allrounder sport <abhinandtheallrounder@gmail.com>, Abind Krishna <abindkrishna47@gmail.com>, Ajith Sankar <ajithsankar90@gmail.com>, ALAN ANTO <alananto1997@gmail.com>, albinmp4@gmail.com, allenmathews@rediff.com, Ambady Anil <ambadyanil007@gmail.com>, ANAND KC <anand.appu321@gmail.com>, Athul Ashok <athulashok300696@gmail.com>, Ayoob Ameen <ayoobameenpukodaly@gmail.com>, AZHAR IBRAHIM <azharrockz786@gmail.com>, "Ben k.s" <benchlsea@gmail.com>, Bijil Babu <bijilbabu470@gmail.com>, Chandra Prakash <chandraprakashplr@gmail.com>, charukesh pm <pmcharukesh@gmail.com>, "devakrishna c.premji" <devakrishnac@gmail.com>, Godfrin Dual <godfrindualj@gmail.com>, Hashim Hamza <hashimblackkp96@gmail.com>, Jayakrishnan B <jayakrishna50@gmail.com>, jayakrishnan.jkb@gmail.com, joyjithin244@gmail.com, Karthik Ramanathan <karthikramanath96@gmail.com>, Krishna Vini <krishvini1309@gmail.com>, Leo Swithin <leoswithin710@gmail.com>, Rohith M <rohithm26@gmail.com>, MOHAMMED AZIL <azilerattakulam@gmail.com>, Mohammed Shahinsha <shahinsha96@gmail.com>, Sachin George <sachingeorge97@gmail.com>, ROSHAN JOHN MATHEW <rjm77255277cw@gmail.com>, sachin ks <777sachinks@gmail.com>, s_santhanu@ymail.com, Jhonson

Sl No	Name	Email ID
1	Santhanu S Nair	s_santhanu@ymail.com
2	Anand Lokanath	anandlokanath123@gmail.com
3	Anne Jacob	annejacobkunnumpurath@gmail.com
4	Aswin Balachandran	aswin456@gmail.com
5	Devika S	devuolavaipu@gmail.com
6	FAHMIN FIROZ	firozfahmin@gmail.com
7	Gayathri V Marar	gaya3viswanath@gmail.com
8	Greety C Maria	greetyc@gmail.com
9	Jiya Joy	jiyajoy397@gmail.com
10	Mariya Roy	mariyaroy21@gmail.com
11	Rahendhu Haridas	rahendhuhari9@gmail.com
12	Roshni Pavithran	roshnipavithran9@gmail.com
13	Shanaraj V K	iamshanashan@gmail.com
14	Sunairah Syed Mahin	sunairah96@gmail.com
15	Tina Maria Kurian	mtinu12@gmail.com
16	Alisha K Thomas	ca-521@scmsgroup.org
17	Amal Jaison	amaljaison.k@gmail.com
18	Amalu Prem	amalupremc@gmail.com
19	Anamika T S	ca-520@scmsgroup.org
20	Anu Jeevan	anujeevan19@gmail.com
21	Ayana Lalan K	ca-524@scmsgroup.org
22	Dheesha O K	jdeeshaprakash@gmail.com
23	Aarathy Menon	aarathymenon21@gmail.com
24	Aditya Hari	adityahari96@gmail.com
25	Aiswarya K	aiswarya414@gmail.com
26	Ajay Paul	a4ajay619@gmail.com
27	Akamksha Mohandas	akamksha222@gmail.com
28	Alen Joseph Benny	alenjbenny24@gmail.com
29	Alina Job	alinajob97@gmail.com
30	Aswathi N Kutty	aswathink1997@gmail.com
31	Athira S Menon	menonsathira@gmail.com
32	Ayisha Jalal	ayishajalal97@gmail.com
33	Ayisha Safrin	ayishasafrinp@gmail.com
34	Deepthi V S	deepthyworld@gmail.com
35	Dennis Kuruvilla	denniskuruvilla777@gmail.com
36	Devanand P	devanannd@gmail.com
37	Divya S Anand	divyasanand.22@gmail.com
38	Donna Maria Spencer	donna.spencer95@gmail.com
39	Godvin Poullose	godvinpoullose2@gmail.com
40	Gopika Prakash	gopikaparakash09@gmail.com
41	Gopika Raj	raj.gopika97@gmail.com
42	Harikrishnan D	hari555.hd@gmail.com
43	Harita Ranjit	harita.ranjit@yahoo.com
44	Hawas Alakkal Musthafa	hawasmusthafa@gmail.com
45	Ijas A H	ijas.ah96@gmail.com
46	K S Keerthi	keerthi.s.geet@gmail.com

47	Karthika K Nair	nairkarthika238@gmail.com
48	Kavya Bharathan	kavyasakb@gmail.com
49	Malavika Prakash	malavikapraakashkumar@gmail.com
50	Maria .	mariatoffee@yahoo.in
51	Misna Ali	misna123@gmail.com
52	Neil Dianitius	neildiny@gmail.com
53	Nidhi O R	nidhirajeev2015@gmail.com
54	Razmil Minhaj	razmilminhaj007@gmail.com
55	Renjima E Rajan	renjimaerajan@gmail.com
56	Riya Samuel	riyavsamuel@gmail.com
57	Rose Mary Poly	rosemarypoly777@gmail.com
58	Sachin P	sachin.puthiyaparamban@gmail.com
59	Sajna Sajeev	sajna399@gmail.com
60	Samal Muhammed	samalsunil0@gmail.com
61	Sarath M R	sarath6306@gmail.com
62	Shahsad Abdullah	shahsad1995@gmail.com
63	Sharath Srikumar Nair	sharath_nair@outlook.com
64	Sidharth V	sidharth.v.mtr@gmail.com
65	Smitha Sunny	sinnansunny97@gmail.com
66	Sreedath P S	sreedathps19@gmail.com
67	Sreelakshmi R Raju	sreelakshmilachus271097@gmail.com
68	Sudhiesh Kumar	sudheeshxyril08@gmail.com
69	Swetha K P	swethasurendran02@gmail.com
70	Vishnu C	vishnu080797@gmail.com
71	Vishnu Vijayakumar	vishnu7197@gmail.com
72	Vismaya Bhaskaran	vismayabhaskaran97@gmail.com
73	Vyshanavi R	achumambrol@gmail.com
74	Zerene Anwar	zerene999@gmail.com
75	Amrutha Anilkumar	amruthaanilkumar24@gmail.com
76	Angelina Teresa	angelinateresa79@gmail.com
77	Anjaly Antony	anjalyantony97@gmail.com
78	Arjun K Ajayan	arjunkajayan1997@gmail.com
79	Darsana K C	darsanakc@gmail.com
80	Ganesh M Nair	nairganesh98@gmail.com
81	Harsha Pradeep	hp46985@gmail.com
82	Hridhya Jolly K	hridhya97@gmail.com
83	Jyothika S Philip	jyothikasphilip@gmail.com
84	Kajal Sathyan	kajalsathyan@gmail.com
85	Krishna R Kumar	krishnapavizham35@yahoo.com
86	Krishna Sudheer C	krishnasudheer006@gmail.com
87	Mohitha Thampy	mohithathampy@gmail.com
88	Nivedita B	niveditakarar@gmail.com
89	SACHIN FRANCIS	sachinfrancis212@gmail.com
90	Sadhiya E M	sadhiyaem@gmail.com
91	Sarath S	sarathsmailbox1997@gmail.com
92	Shwetha Mary Sam	shwethamary123@gmail.com
93	Surya Joseph	suryaj9128@gmail.com

94	Akhila Anil	akhilaanilseven@gmail.com
95	Akhilnath K A	akhilnathka303@gmail.com
96	Amal Johnson	amaljohnsonkannampuzha@gmail.com
97	Anand M C	anandmatheth@gmail.com
98	Anjala Khan M N	anjalakhan98@gmail.com
99	Aparna Ajayakumar	aparnaakumartp@gmail.com
100	Fathima S	fathimashajahan319@gmail.com
101	Irene G Alapatt	irenegalapatt@gmail.com
102	Jyothi Krishna M V	jyothikmv@gmail.com
103	Sabeena Sandra	sandrasaval11@gmail.com
104	Sanjay Krishna T S	sanjaykrishnats@gmail.com
105	Sanju Bhaskar K S	sanjusindhuraj@gmail.com
106	Manju Chandran	manjuchandran36@gmail.com
107	Raafath Abdul Kadar	akraafath@gmail.com
108	A J Jayesh	jayeshred20@gmail.com
109	Aashik Salim	aashiksalim97@gmail.com
110	Akhil K M	km.akhil005@gmail.com
111	Alfred Lonappan Pidiyath	alfred.281997@gmail.com
112	Anand Anil Nair	anand.uthram@gmail.com
113	Anil Manjaly Anto	anilanto007@gmail.com
114	Aswin C	aswin4054@gmail.com
115	Fredy C Jose	fredycheerakathil@gmail.com
116	Gopikrishnan S	gopikrishnanshaji@gmail.com
117	John Zachariah	johnzach96@gmail.com
118	Kurian Paul	kurianpaul10@gmail.com
119	Kurumpolil Mahesh Chandra Babu	maheshchandrababu97@gmail.com
120	Manu Mohan	manumohan0173@gmail.com
121	Naveen Gopalakrishnan	naveengoploo@gmail.com
122	Rahul Ramesh Menon	rahulrmenon1996@gmail.com
123	Risvan T M	risvantmajeed.17@gmail.com
124	Rithesh K Thomas	ritheshkthomas@gmail.com
125	Robin Sebastian	sebastianrobin543@gmail.com
126	Sajith M P	sajithmp97@gmail.com
127	Saul Joy	saul12joy@gmail.com
128	SHREERAM RAGHUPATHY	shreeramcbe@gmail.com
129	Thomas George	thomas.joji2718@gmail.com
130	Thomson N K	thomsonnkmloor@gmail.com
131	Vimal Ranjeev	vimalranjeev9@gmail.com

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HRD/3T/19-20/12746972

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

August 1, 2019

Dear Aswin,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.08.01 14:29:27 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12746972

August 1, 2019

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

Dear Aswin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Inter est	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747002

July 08, 2019

Ms. Fathima S
Candidate ID: 12747002
Firdous, Kannothe Road,
Unichira Thykavu, Changampuzha Nagar P.O
Ernakulam - 682033
Kerala
India
Ph: (91) 94957 36729

Dear Fathima,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 16, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746961

September 6, 2019

Mr. Santhanu S Nair
Candidate ID: 12746961
Pranavam, Tc-9/2044-1,
Kochar Road, Sasthamangalam
Thiruvananthapuram - 695010
Kerala
India
Ph: (91) 94967 76828

Dear Santhanu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746797

September 6, 2019

Mr. Anand Lokanath
Candidate ID: 12746797
Lovely,
Tuneri, Vatakara
Kozhikode - 673505
Kerala
India
Ph: (91) 99461 97881

Dear Anand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747001

September 5, 2019

Ms. Devika S
Candidate ID: 12747001
Sreesailam,
Olavaipu P O, Cherthala
Alappuzha - 688526
Kerala
India
Ph: (91) 98466 86370

Dear Devika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746945

August 1, 2019

Mr. Fahmin Firoz
Candidate ID: 12746945
Mookada House,
Perumbavoor P.O
Ernkulam - 683542
Kerala
India
Ph: (91) 82817 27519

Dear Fahmin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746932

September 5, 2019

Ms. Gayathri V Marar
Candidate ID: 12746932
Padickal Marath,
Thuruthissery, Mekkad P.O
Ernakulam - 683589
Kerala
India
Ph: (91) 94977 96759

Dear Gayathri,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746982

September 5, 2019

Ms. Greety C Maria
Candidate ID: 12746982
Thekkekkara House,
Kidangoor P.O, Angamaly
Ernakulam - 683572
Kerala
India
Ph: (91) 93495 14825

Dear Greety,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746930

July 30, 2019

Ms. Jiya Joy
Candidate ID: 12746930
Kooren House,
Providence Road
Ernakulam - 682018
Kerala
India
Ph: (91) 97459 05240

Dear Jiya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746989

September 5, 2019

Ms. Mariya Roy
Candidate ID: 12746989
Chintavalappu Flats Block, 7 F.2, F2,
Puthyara P.O
Kozhikode - 673004
Kerala
India
Ph: (91) 96450 65270

Dear Mariya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746934

July 09, 2019

Ms. Rahendhu Haridas
Candidate ID: 12746934
H.No. 9/602 A1,
Pandikudy, Mattanchery P.O
Ernakulam - 682002
Kerala
India
Ph: (91) 75108 59589

Dear Rahendhu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746975

July 09, 2019

Ms. Roshni Pavithran
Candidate ID: 12746975
Kavil House,
Asokapuram P.O, Aluva
Ernakulam - 683101
Kerala
India
Ph: (91) 94009 37310

Dear Roshni,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747004

July 08, 2019

Ms. Shanaraj V K
Candidate ID: 12747004
Udayam,
Thiruvangad P.O, Thalassery
Kannur - 670103
Kerala
India
Ph: (91) 97456 12751

Dear Shanaraj,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 07, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746898

September 6, 2019

Ms. Sunairah Syed Mahin
Candidate ID: 12746898
Harisree Sreesylam Apts, Flat No B1B2,
Veliyannoor, Kokkala
Thrissur - 680021
Kerala
India
Ph: (91) 98957 44463

Dear Sunairah,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746892

July 09, 2019

Mr. Devanand P
Candidate ID: 12746892
Parayil(H),
Aruvai, Pazhanji P O
Thrissur - 680542
Kerala
India
Ph: (91) 81369 30090

Dear Devanand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746907

July 08, 2019

Ms. Rose Mary Poly
Candidate ID: 12746907
Ponthempilly House,
Chengal, Kalady P.O
Ernakulam - 683574
Kerala
India
Ph: (91) 95440 09953

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746786

September 6, 2019

Ms. Zerene Anwar
Candidate ID: 12746786
Hazeena Cottage,
Ettumanoor P.O
Kottayam - 686631
Kerala
India
Ph: (91) 81368 10429

Dear Zerene,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746912

September 5, 2019

Ms. Angelina Teresa
Candidate ID: 12746912
Chakkalakal House,
Vaduthala
Ernakulam - 682023
Kerala
India
Ph: (91) 98479 69804

Dear Angelina,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 14, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746951

September 6, 2019

Mr. Arjun K Ajayan
Candidate ID: 12746951
6713, C /Keetharaparambil,
Kurishupally Road, Perumanoor
Ernakulam - 682015
Kerala
India
Ph: (91) 80899 11067

Dear Arjun,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746970

September 5, 2019

Mr. Ganesh M Nair
Candidate ID: 12746970
Aiswarya, Vadakkethara,
Pazhayannur P.O
Thrissur - 680587
Kerala
India
Ph: (91) 73566 38599

Dear Ganesh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746966

July 08, 2019

Ms. Jyothika S Philip
Candidate ID: 12746966
Jyothis, Madathil Lane,
Thottakkattukara, Aluva
Ernakulam - 683108
Kerala
India
Ph: (91) 82815 58822

Dear Jyothika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

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PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
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TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





sset last name <sset@scmsgroup.org>

TCS Ninja hiring 2019 #Recruitment#

11 messages

Shahanas S <shahanas.s@tcs.com>

Thu, Aug 9, 2018 at 10:28 AM

To: santharamrao.cp@gmail.com, tandp.aset@ahalia.edu.in, vksreehari@gmail.com, josepmathew@gmail.com, thomas.k.paul@gmail.com, shashidharan@ammini.edu.in, placement@awhengg.org, axisdirectoradmn@gmail.com, tpc@bccarmel.ac.in, bijomatta@gmail.com, renjithrkc@gmail.com, cetpplacement@gmail.com, cgpucea@gmail.com, cgpc.cemp@gmail.com, cgpucek@gmail.com, cgpcgr@gmail.com, placement@cemunnar.ac.in, tpcetkr@gmail.com, placementciv@gmail.com, placementcek@gmail.com, ceptplacement@gmail.com, ebydavid@gmail.com, placementcell@ekc.edu.in, Nishad@farookcollege.ac.in, sajesh@gcek.ac.in, placements@gcek.ac.in, placementgecpkd@gmail.com, placement@gecskp.ac.in, remeshnair2000@gmail.com, kirangk@gisat.in, midhun@hcet.in, ukn@holyschoolcollege.com, tpc@holyschoolcollege.com, iestcrplacement@gmail.com, placement@icet.ac.in, salamaec@gmail.com, cr@jawaharlalcolleges.com, pat@jecc.ac.in, rajeshr.kmct@gmail.com, mhr.sh@kmeacollege.ac.in, placementkristujyoti@gmail.com, cinamma@gmail.com, murugaprasad.sv@gmail.com, principalofficekvm@gmail.com, placementofficerlbs@gmail.com, rahul@lbscek.ac.in, rclbs@hotmail.com, placement@lmcst.ac.in, preethisukumaran@gmail.com, kphari88@gmail.com, kkgirish@gmail.com, tpcmit@gmail.com, sebastian.joseph@mangalam.in, resmara@gmail.com, placement@mbcet.org, placement@mbits.edu.in, arunalexit@gmail.com, mctplacements@gmail.com, bsbaiju@gmail.com, placement@meaec.edu.in, anoopvarkey@mescet.ac.in, tp@mesce.ac.in, cgpc@mesitam.ac.in, asifali@mec.ac.in, rajesh@mec.ac.in, cgpc_mcet@rediffmail.com, mzcplacements@gmail.com, arifcep85@gmail.com, bsuj88@gmail.com, trng@calicut.nielit.in, placement@ncerc.ac.in, ramadeviradhakrishnan@gmail.com, abhilash_ray@yahoo.com, cgpu@riet.edu.in, anoopt@rajagiritech.ac.in, ritcgpc@gmail.com, r-tpc@outlook.com, rtpc@royalcet.ac.in, hr@sahrdya.ac.in, placements.ce@saintgits.org, babu.tv@gmail.com, sset@scmsgroup.org, sahadevan@scmsgroup.org, johnpalakkappilly@sngist.org, placement@snmim.edu.in, sbceplacementcell@gmail.com, pradeep7383@gmail.com, upprakash@gmail.com, placement@sngcet.org, damodaran4@yahoo.com, jentyjoy@yahoo.com, suresh@sngist.org, placement@simat.ac.in, binu_s_krishnan@rediffmail.com, placement@sjcetpalai.ac.in, info@stcet.net, cvantony.50@gmail.com, tkmitplacements@yahoo.com, placement.tist@gmail.com, eapenkr@gmail.com, jithu7771@gmail.com, manager@uec.ac.in, drraneesh@vedavyasa.org, paul.chakola@vidyaacademy.ac.in, placementcell<placementcell@vidyaacademy.ac.in>, tpc@vjec.ac.in, placement_vjc@yahoo.com, placement@vjcet.org, careerfromycet@gmail.com, ashiths@mgits.ac.in, cusat.p@gmail.com, placements@fisat.ac.in, nisha@ceconline.edu, tpc@ceconline.edu, placements@mace.ac.in, nssplacement@gmail.com, tkmplacements@gmail.com, placement@gectr.ac.in, placement@cet.ac.in, Anu Manappuram <anukm@am.amrita.edu>
Cc: Shibas Np <shibas.np@tcs.com>

Greetings from TCS!!

TCS is Hiring Ninja Developers from Engineering Institutes across India | [Eligibility Criteria](#)

tcs50 | **TATA CONSULTANCY SERVICES**
Experience. energy.

Exciting news for Engineering graduates from 2019 batch!

TCS seeks to hire Ninja Developers from pan India engineering institutes!

Hiring is open for B.E/ B.Tech/ M.E/ M.Tech/ M.Sc/ MCA graduates.

Having friends helps to build a collaborative and productive workplace.
Do share this great news with your juniors, friends and family.

Registrations close on **20th August 2018**
Registration link: www.careers.tcs.com

Thanks & Regards
Shahanas S
Talent Acquisition Group (Campus Recruitment)
Tata Consultancy Services
TCS Centre, Info Park P.O
Kochi -682 042



Offer: Computer Consultancy

Ref: TCSL/DT20184404940/Trivandrum

Date: 09/10/2018

Ms. Aarathy Menon
509Guruvilasam Road,
Kerala,
Ernakulam-683513,
Kerala.
Tel# 91-9847522290

Dear Aarathy Menon,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/DT20184404940

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Aarathy Menon
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy
Ref: TCSL/DT20184489908/Trivandrum
Date: 09/10/2018

Ms. Ananya
Principal'S Quarters, Kendriya Vidyalaya No.1 Old Nh47,
Katari Bagh, Willingdon Island,
Kochi-682004,
Kerala.
Tel# 91-9961139399

Dear Ananya,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Ananya
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184294812/Trivandrum

Date: 09/10/2018

Mr. Anirudh Sp
SankethThrichambaram,
Taliparamba,
Kannur-670141,
Kerala.
Tel# -

Dear Anirudh Sp,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184294812

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GROSS SALARY SHEET

Annexure 1

Name	Anirudh Sp
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Ref: TCSL/DT20184451957/1243951/Trivandrum

Date: 01 June 2019

MS. ANJITHA BAIJU
Mazhuvanchery House Punnayam,
Asamannoor P.O, Ernakulam,
Kerala-683549.
Tel# 919072498853

Sub: Joining Letter

Dear Ms. Anjitha Baiju,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **17th June 2019** and your training location is **Trivandrum**. We are pleased to inform you that your work location is **Kochi** and your stream is **IT IS**. This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services Ltd.
Peepul Park, Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter



Offer: Computer Consultancy
Ref: TCSL/DT20184485490/Trivandrum
Date: 09/10/2018

Ms. Athira S Menon
Athira(H)St Peters Lane,Mc Road,
Perumbavoor,
Ernakulam-683542,
Kerala.
Tel# -

Dear Athira S Menon,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Athira S Menon
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184453947/Trivandrum

Date: 09/10/2018

Ms. Chithramol S S
Poojanivas ManakkattuVidakuzha,
Nad,
Ernakulam-683106,
Kerala.
Tel# -

Dear Chithramol S S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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GROSS SALARY SHEET

Annexure 1

Name	Chithramol S S
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy
Ref: TCSL/DT20184684150/Trivandrum
Date: 09/10/2018

Mr. George M Thottan
48/1834, Thottan House(Jks 528)Puthenpura 1,
Thanikkal, Elamakkara,
Ernakulam-682026,
Kerala.
Tel# 91-9496576721

Dear George M Thottan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



Offer: Computer Consultancy
Ref: TCSL/DT20184293891/Trivandrum
Date: 09/10/2018

Mr. Jebbin Joseph
Muringatheri House Angel Nagar,
Pottore, Kuttur,
Thrissur-680013,
Kerala.
Tel# 91-8592087284

Dear Jebbin Joseph,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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GROSS SALARY SHEET

Annexure 1

Name	Jebbin Joseph
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
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Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

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*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184458305/Trivandrum

Date: 09/10/2018

Ms. Mikhiya James
Vazhakkala HouseMelloor,
Melloor,
Chalakudy-680311,
Kerala.
Tel# -7510804504

Dear Mikhiya James,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Mikhiya James
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
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Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184560213/Trivandrum

Date: 09/10/2018

Mr. Muneer M S
101 St. Joseph Road,
Hidhayath Nagar,
Ernakulam-682022,
Kerala.
Tel# -

Dear Muneer M S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184560213

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GROSS SALARY SHEET

Annexure 1

Name	Muneer M S
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184466149/Trivandrum

Date: 09/10/2018

Ms. Heleena Joy
Areeckal House, Angamaly South P O, Nedupadam Lane, Ernakulam
Nedupadam Lane,
Angamaly South-683573,
Kerala.
Tel# -

Dear Heleena Joy,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184466149

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GROSS SALARY SHEET

Annexure 1

Name	Heleena Joy
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20195316135/Trivandrum

Date: 18/10/2019

Mr. Jose Paul
Aswra-37, Chazhoor House K.K. Padmanabhan Road,
Ayyappankavu,
Ernakulam-682018,
Kerala.
Tel# 91-8075823273

Dear Jose Paul,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20195316135

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GROSS SALARY SHEET

Annexure 1

Name	Jose Paul
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy
Ref: TCSL/DT20184461272/Trivandrum
Date: 26/07/2019

Mr. Antony Antoo
7777,
Kerala,
Ernakulam-683572,
Kerala.
Tel# -

Dear Antony Antoo,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184461272

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GROSS SALARY SHEET

Annexure 1

Name	Antony Antoo
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184572791/Trivandrum

Date: 09/10/2018

Mr. Krishnanunni Menon
NeelanjanamKizhakkepram,
Near Govt U P Schhol,Kizhakkepram,
Cochin-683513,
Kerala.
Tel# 91-8891038460

Dear Krishnanunni Menon,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Krishnanunni Menon
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



sset last name <sset@scmsgroup.org>

FW: Experion Campus Selection Process | FISAT | 1-Nov

2 messages

Jijo Joseph <jijo.joseph@experionglobal.com>
To: SSET <sset@scmsgroup.org>

Sat, Oct 27, 2018 at 2:57 PM

Dear Sahadevan Sir,

As discussed, please find below the details of Experion Selection process. Please fill-in the attached sheet with the details of eligible candidates from SCMS.

Thank you for the support!

Best Regards,

Jijo Joseph | Manager - HR | Experion Technologies | www.experionglobal.com

Tel: +91 484 306 7306 (D) | +91 99614 77991(Cell)

From: Jijo Joseph [mailto:jijo.joseph@experionglobal.com]
Sent: Saturday, October 27, 2018 12:52 PM
To: 'Placement Cell FISAT' <placements@fisat.ac.in>
Cc: 'Thomas James' <thomas.james@experionglobal.com>; hr@experionglobal.com
Subject: Experion Campus Selection Process | FISAT | 1-Nov

Dear Mr. Unni Kartha,

Greetings from Experion Technologies!

Experion Technologies is a 12+ year old technology solutions company with focus on digital technologies. With over 100 customers across 26 countries, Experion uses the power of Mobile, Web, Analytics, Cloud, and other digital technologies to unlock the potential of businesses across verticals. We focus on Product Engineering and serve the Enterprise, ISV and Startup segments across the Retail, Transportation, Healthcare & Financial Services domains. Headquartered in Trivandrum, India, Experion has offices around the globe including US, UK, EU, Middle East and Australia.

Visit www.experionglobal.com to explore more about the organization.

As discussed, we would like to confirm our interest to conduct Experion Campus Selection Process at your institution on Thursday, 1st of November 2018.

Qualification Criteria:

- B. Tech. (CS / IT / ECE / EEE), 2019 passing out batch.
- 70% marks scored consistently throughout 10th, 12th and Engineering.
- No arrears when attending the process.

Compensation Details:

- We offer **INR 360,000 CTC per annum** for the qualified candidates in our selection process.

Campus Recruitment – Selection Process:

- Online Aptitude Test (Computer based)
- Programming Test (Computer based)
- Group Discussion
- Personal Interview

As discussed, request you to pool in eligible candidates from following campuses as well. Please send the consolidated list of eligible students in the attached format latest by COB **Tuesday, 30th October 2018**.

Colleges to be pooled in:

- SCMS, Karukutty
- Adi Sankara, Kalady

Best Regards,

Jijo Joseph | Manager - HR | Experion Technologies | www.experionglobal.com

Tel: +91 484 306 7306 (D) | +91 99614 77991(Cell)



Candidate_Data_Experion Drive.xlsx

18K

SSET <sset@scmsgroup.org>

Wed, Oct 31, 2018 at 12:42 PM

To: Jijo Joseph <jijo.joseph@experionglobal.com>

Sir,

Kindly mail us the reporting time for Experion Technologies recruitment scheduled on 1st November 2018.

Thanks and regards

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Executive Officer-Corporate Relations and International Collaborations

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2450602 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]



2nd March 2019

Conditional Offer Letter

Aswathy A

Arangath House,
Manalithara P.O.,
Thrissur - 680589

Dear Aswathy,

Further to the selection process you had with us, we are pleased to offer you an exciting career with **Experion Technologies (India) Pvt. Ltd.**

You will be entering to the official **Initial Learning Program (ILP)** organized by Experion, as soon as you complete your university examinations.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

The general terms and conditions of the **Employment Offer** are as follows:

1. On successful completion of the Initial Learning Program, you shall be placed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade **A1**.
2. Your remuneration on joining Experion shall be **INR 360,000/-** (Rupees Three Lakhs and Sixty Thousand only) per annum cost to the company.
3. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.



4. You will be required to sign a **Service Commitment Agreement** on joining, wherein you agree that you shall continue to serve the Company for a minimum period of two (2) years from the date of joining, failing which you shall pay a sum of Rs.200,000/- (Rupees Two Lakhs only) as liquidated damages to the Company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

We welcome you to build an exciting career with Experion Technologies and wish you luck and a very bright career with us.

For **Experion Technologies (I) Pvt. Ltd.**,

Jijo Joseph

AGM – Human Resources

I, _____, acknowledge that I have read, understood and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.

Signature

Date



sset last name <sset@scmsgroup.org>

IBS recruitment on 18th Sep 2018 - Details

2 messages

SSET <sset@scmsgroup.org>

Mon, Sep 17, 2018 at 9:55 AM

Bcc: aarathymenon97@gmail.com, Aiswarya K <aiswarya414@gmail.com>, Ajay Paul <a4ajay619@gmail.com>, akamksha mohandas <akamksha222@gmail.com>, akshay anil <akshayanil36151@gmail.com>, alen joseph benny <alenjbenny24@gmail.com>, Alina Job <alinajob97@gmail.com>, ananya asok <ananyaasok18@gmail.com>, Anirudh sp <spanirudh007@gmail.com>, Anjitha Baiju <mbanjitha.123@gmail.com>, Ash B <asniyabas15@gmail.com>, Aswathy n kutty <shraavanam@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, athira menon <menonsathira@gmail.com>, AYISHA JALAL <ayisha13997@gmail.com>, Ayisha Safrin <ayishasafrinp@gmail.com>, sschithramol@yahoo.com, Deepthi Sukumaran <deepthyworld@gmail.com>, thisisdennis@ymail.com, Dev 01 <devanannd@gmail.com>, Divya S Anand <divyasanand.22@gmail.com>, Donna Spencer <donna.spencer95@gmail.com>, George Martin <grg2312@gmail.com>, godvin poulose <godvinPoulose2@gmail.com>, gpvavachi@gmail.com, Gopika Raj <raj.gopika97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Hari Krishnan Dileep <hari555.hd@gmail.com>, harita.ranjit@yahoo.com, "IJAS A.H" <ijas.ah96@gmail.com>, Jebbin Joseph <jebbinj544@gmail.com>, "Keerthi.s. geet" <keerthi.s.geet@gmail.com>, karthika nair <nairkarthika238@gmail.com>, Malavika Prakash <malavikaparakashkumar@gmail.com>, mariatoffee@yahoo.in, Mikhiya James <mikhiyajames@gmail.com>, pinkstrawberry391 <misna123@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, ranjini888nair@gmail.com, Razmil Minhaj <razmilminhaj007@gmail.com>, rebecca joshua <rebeccawinfred@gmail.com>, riyavsamuel@gmail.com, ROHIT K F <vividrohit@gmail.com>, rosemarypoly777@gmail.com, sachin.puthiyaparamban@gmail.com, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sajna399@gmail.com, Samal Muhammed <samalsunil0@gmail.com>, Sarath Kumar <sarathrocz@gmail.com>, Sidhu V <sidharth.v.mtr@gmail.com>, sreethath ps <sreethathps19@gmail.com>, sreelakshmi lachu <sreelakshmilachus271097@gmail.com>, sudheesh kumar <sudheeshxyril08@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, Vishnu Chalil <vishnu080797@gmail.com>, Vishnu Vijayakumar <vishnu7197@gmail.com>, VISMAYA BHASKARAN <vismayabhaskaran97@gmail.com>, vyshnavi Mambrol <achumambrol@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, amruthaanilkumar24@gmail.com, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Angelina Teresa <anju81197@gmail.com>, anjaly antony <anjalyantony97@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduwaranair@gmail.com, Darsana K Chitaranjan <darsanakc@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, fam.hameed25@gmail.com, ganesh nair <nairganesh98@gmail.com>, geethy varghese <geethyvarghese@gmail.com>, hp46985@gmail.com, Heleena Joy <heleenaj1997@gmail.com>, hridhya97@gmail.com, Jyothika S Philip <jyothikasphilip@gmail.com>, kajalsathyan@gmail.com, krishnapavizham35@yahoo.com, latha sudheer <lathasdhr@gmail.com>, krishnapriyaprasad20@gmail.com, vishnu kb <vishnukb1000@gmail.com>, MARIA THOMAS <mariathomasmailackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, Mohitha Thampy <mohithathampy@gmail.com>, NEHA jayan <nehapulary@gmail.com>, nimmyjose1997@gmail.com, nivedita karat <niveditakarath@gmail.com>, sachinsureshscms@gmail.com, sadhiyaem@gmail.com, Sarath S <sarathsmailbox1997@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpa Biju <shilpabiju@yahoo.in>, shwetha sam <shwethamary123@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, surya joseph <suryaj9128@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiram@gmail.com>, Abhishek Panatt <abhishekanatt@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, Aravind Sabu Nair <aravindsabu.n@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswin chand <PPaswinlatha@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Benjamin Koola <koolabenjamin@gmail.com>, Clement Davis <clement.davis56@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, joswin m o <joswinmo44@gmail.com>, cbklink@yahoo.co.in, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni M <kunjunni22@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongegorge97@gmail.com>, Manu Mohan <itzzmemanumohan@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAS <muhammednias096@gmail.com>, nandhusanthosh22@gmail.com, NITHIN KV <nithinkarakurussi@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajithmp69@yahoo.com, Shawn Thomas George <shawnthomas97@gmail.com>, shifas hameed <shifasmonu2020@gmail.com>, Shreeram Raghupathy <shreeramcbe@gmail.com>, Thoppil Sreejith <tsreejith999@gmail.com>, Thapas Manchady

<thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, "THOMSON N.K" <thomsonnmeloor@gmail.com>, Rahul Raj <rahulr1987@gmail.com>, j.vaisu97@gmail.com, Viji Gopal <viji@scmsgroup.org>, Sreeja Rajesh <sreejarajesh@scmsgroup.org>, neenusebastian@scmsgroup.org, arsheym@scmsgroup.org, rettygeorge@scmsgroup.org, nithyam@scmsgroup.org, Parvathy Nath R <parvathy@scmsgroup.org>, prathibha@scmsgroup.org, "Vinoj P.G." <vinojpg@scmsgroup.org>, rakesh@scmsgroup.org, samjoshy@scmsgroup.org, vidyachandran@scmsgroup.org, sanoj@scmsgroup.org, jenson@scmsgroup.org, Vinod P <vinodp@scmsgroup.org>, Saira Joseph <saira_joseph@scmsgroup.org>, VENU P <venu@scmsgroup.org>

Dear Students,

Find the details of **IBS recruitment drive**.

Organization : **IBS Software Services Private Limited**
 Designation : Software Engineer
 Date : **18th September 2018**
 Reporting time : 8.30 a. m.
 Venue : Federal Institute of Science and Technology, Mookkannoor

Eligibility Criteria: 2018 pass out – B.Tech-CS, EC, ME

Ø 70% and above in 10th, 12th and a minimum of 7.4 Cgpa for B.Tech till 5th semester
 Ø Back papers – No current back papers for any students.

Selection process includes:

1. Online Aptitude Test –AMCAT test on 18th Sep 2018
2. GD, Tech and HR Interview for shortlisted on later date

Salary Package: Rs. 3.36 lakhs per annum

The eligible students should carry the following:

1. College ID Card
2. Rough paper sheet
3. Ball pen, Pencil etc.

The following attached list of registered students must attend the test without fail.

Note: One college bus is arranged from our SSET campus to FISAT and back after the test.
 Bus will start at 7.30 a.m. from SSET to FISAT and leave FISAT after the test, likely at 12 noon..

Prof. R. Sahadevan
 Professor Placement
 SSET

Mob: 9446312828



IBS 2019 list - SSET.xls
 47K

SSET <sset@scmsgroup.org>

Mon, Sep 17, 2018 at 2:26 PM

Bcc: aarathymenon97@gmail.com, Aiswarya K <aiswarya414@gmail.com>, Ajay Paul <a4ajay619@gmail.com>, akamksha mohandas <akamksha222@gmail.com>, akshay anil <akshayanil36151@gmail.com>, alen joseph benny <alenjbenny24@gmail.com>, Alina Job <alinajob97@gmail.com>, ananya asok <ananyaasok18@gmail.com>, Anirudh sp <spanirudh007@gmail.com>, Anjitha Baiju <mbanjitha.123@gmail.com>, Ash B <asniyabas15@gmail.com>, Aswathy n kutty <shraavanam@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, athira menon <menonsathira@gmail.com>, AYISHA JALAL <ayisha13997@gmail.com>, Ayisha Safrin <ayishasafrinp@gmail.com>, sschithramol@yahoo.com, Deepthi Sukumaran <deepthyworld@gmail.com>, thisisdennis@ymail.com, Dev 01 <devanannd@gmail.com>, Divya S Anand <divyasanand.22@gmail.com>, Donna Spencer <donna.spencer95@gmail.com>, George Martin <grg2312@gmail.com>, godvin poulose <godvinPoulose2@gmail.com>, gpvavachi@gmail.com, Gopika Raj <raj.gopika97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Harikrishnan Dileep <hari555.hd@gmail.com>, harita.ranjit@yahoo.com, "IJAS

A.H" <ijas.ah96@gmail.com>, Jebbin Joseph <jebbinj544@gmail.com>, "Keerthi.s. geet" <keerthi.s.geet@gmail.com>, karthika nair <nairkarthika238@gmail.com>, Malavika Prakash <malavikaparakashkumar@gmail.com>, mariatoffee@yahoo.in, Mikhiya James <mikhiyajames@gmail.com>, pinkstrawberry391 <misna123@gmail.com>, Pavithra Guru <pavigurus@gmail.com>, ranjini888nair@gmail.com, Razmil Minhaj <razmilminhaj007@gmail.com>, rebecca joshua <rebeccawinfred@gmail.com>, riyavsamuel@gmail.com, ROHIT K F <vividrohit@gmail.com>, rosemarypoly777@gmail.com, sachin.puthiyaparamban@gmail.com, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sajna399@gmail.com, Samal Muhammed <samalsunil0@gmail.com>, Sarath Kumar <sarathrocz@gmail.com>, Sidhu V <sidharth.v.mtr@gmail.com>, sreedath ps <sreedathps19@gmail.com>, sreelakshmi lachu <sreelakshmilachus271097@gmail.com>, sudheesh kumar <sudheeshxyril08@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, Vishnu Chalil <vishnu080797@gmail.com>, Vishnu Vijayakumar <vishnu7197@gmail.com>, VISMAYA BHASKARAN <vismayabhaskaran97@gmail.com>, vyshnavi Mambrol <achumambrol@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, amruthaanilkumar24@gmail.com, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Angelina Teresa <anju81197@gmail.com>, anjaly antony <anjalyantony97@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com, Darsana K Chitaranjan <darsanakk@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, fam.hameed25@gmail.com, ganesh nair <nairganesh98@gmail.com>, geethy varghese <geethyvarghese@gmail.com>, hp46985@gmail.com, Heleena Joy <heleenaj1997@gmail.com>, hridhya97@gmail.com, Jyothika S Philip <jyothikasphilip@gmail.com>, kajalsathyan@gmail.com, krishnapavizham35@yahoo.com, latha sudheer <lathasdhr@gmail.com>, krishnapriyaprasad20@gmail.com, vishnu kb <vishnukb1000@gmail.com>, MARIA THOMAS <mariathomasmailackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, Mohitha Thampy <mohithathampy@gmail.com>, NEHA jayan <nehapulary@gmail.com>, nimmyjose1997@gmail.com, nivedita karat <niveditakarar@gmail.com>, sachinsureshscms@gmail.com, sadhiyaem@gmail.com, Sarath S <sarathsmailbox1997@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpa Biju <shilpabiju@yahoo.in>, shwetha sam <shwethamary123@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, surya joseph <suryaj9128@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, Aravind Sabu Nair <aravindsabu.n@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswin chand <PPaswinlatha@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Benjamin Koola <koolabenjamin@gmail.com>, Clement Davis <clement.davis56@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, joswin m o <joswinmo44@gmail.com>, cbklink@yahoo.co.in, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni M <kunjunni22@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, Manu Mohan <itzzmemanumohan@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAS <muhammednias096@gmail.com>, nandhusanthosh22@gmail.com, NITHIN KV <nithinkarakurussi@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajithmp69@yahoo.com, Shawn Thomas George <shawnthomas97@gmail.com>, shifas hameed <shifasmonu2020@gmail.com>, Shreeram Raghupathy <shreeramcbe@gmail.com>, Thoppil Sreejith <tsreejith999@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, "THOMSON N.K" <thomsonnkmeloor@gmail.com>, Rahul Raj <rahulr1987@gmail.com>, j.vaisu97@gmail.com

Dear Students,

FYI. For IBS recruitment process on 18th September 2018,

Be in neat and proper college uniform. Must be in clean and neat look. Maintain silence & avoid roaming around. Must avail the college bus soon after the online test. For more details contact:

Mr. Mahendra K. S
Placement Officer, SSET
Mob: 9846963344

Prof. R. Sahadevan
Professor Placement
SSET




Campus Recruitment

Final Selects to IBS Software Private Limited

No	Name of Candidate	Branch	College
1	ROSE MARY POLY	CSE	SCMS
2	MALAVIKA PRAKASH	"	"
3	AJAY PAUL	"	"
4	KRISHNANUNNI MENON	MECH	"
5	ARAVIND SABU NAIR	"	"
6	IJAS. A. H	CSE	"
7	BREEDATH. P. S	CSG	"
8	LEANDER GEORGE	MECH	"
9	ANGELINA TERESA	ECE	"
10	VISHNU C	CSE	"
11	ANIRUDH. S. P	CSE	"
12	ANANDKRISHNA. J	MECH	"
13			
14			
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22			

We are pleased to inform that that above mentioned students have been selected to IBS Software Private Limited after the recruitment drive conducted at ITSAT, ANNAMALY on 23-IV-2018.
 Congratulations and thank you for the support extended during this recruitment drive.

For IBS Software Pvt Ltd.


 Group Manager - Human Resources

Date: 01-Nov-19

Sonu Jacob
SCMS School of Engineering and Technology, Cochin

Appointment Offer: Software Engineer

Dear Sonu Jacob,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be on **05-Nov-2019**.

Sonu

IBS Software Private Limited

Annexure -1

Please carry the following documents in original along with a Photostat copy on your date of joining. The original documents will be returned on the same day after verification.

SL No	Description
Document Checklist	
1	Printout of IBS Offer Letter/Hard copy of Offer Letter.
Documents Related to Academics	
2	SSLC / Std.10th : Mark list
3	Pre-Degree / Std.12th : Mark list
4	Graduation : Degree Certificate/Provisional Certificate
5	Graduation : Consolidated Mark list/Final Mark List
6	Post-Graduation : Degree Certificate/ Provisional Certificate
7	Post-Graduation: Consolidated Mark list /Final Mark list
8	Certificates of any additional certifications undergone
Employment Related Documents	
9	Relieving Letter and Experience Letter of all your previous employers
10	Last three months' salary slip/salary certificate from immediate previous company
Other Relevant Documents	
11	Passport
12	PAN Card
13	Aadhar Card
14	Permanent Address Proof – Voter's card /Driving License
15	Passport Size Color Photo with white background (5 in number) • Gentlemen – Formals (Tie : Optional) • Ladies - Photo in Saree / Western Formals/ Salwar
16	A digital copy of the passport size photo (300 dpi resolution) for the permanent ID card creation
17	New Hire Profile Form (This will be shared 2 weeks prior to joining date)
18	PF Account Number, UAN number, Labour Welfare Fund Account number (if any)

Other Details Required For Verification	
1	Employment Related Details
	<ul style="list-style-type: none"> Employee code at your previous companies Reference Details: Supervisor and HR contact details of your last two employers (Telephone number and Mail IDs)
2	Address Details
	<ul style="list-style-type: none"> Permanent and Current address along with PIN number

Annexure -2

Dress Code
<u>Gentlemen</u> <ul style="list-style-type: none">• Formals (Tie : Optional) : Monday- Thursday• Business Casuals - Friday
<u>Ladies</u> <ul style="list-style-type: none">• Formal Dressing (Churidhar/ Saree/Western Formals): Monday - Thursday• Business Casuals – Friday
Working Hours
<ul style="list-style-type: none">• We work five days in a week from 08:30 AM to 05:30 PM• Saturdays and Sundays are non-working days

Date: 26-Feb-19

Rose Mary Poly
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Rose Mary Poly,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Angelina Teresa
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Angelina Teresa,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

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- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

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Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Anandkrishna J
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Anandkrishna J,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Aravind Sabu Nair
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Aravind Sabu Nair,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
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4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Leander George
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Leander George,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

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Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

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- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
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4.	Special Allowance	10,950
5.	Food Vouchers	1,050
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7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

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From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.



sset last name <sset@scmsgroup.org>

Scholar@SAP || Recruitment 2019 Batch (BE/B.Tech) & (B.Sc./BCA)

16 messages

John, Jisa Mary <jisa.mary.john@sap.com>
To: "John, Jisa Mary" <jisa.mary.john@sap.com>

Tue, Oct 30, 2018 at 11:33 AM

Dear Placement team,

Hope you are doing great!

We would like to cordially invite your college **BE/B.Tech and B.Sc./BCA** students for our Scholar@SAP program with BITS, Pilani for M.Tech in Software Engineering_It is a work and education offer.

Kindly find attached details about the Scholar program.

For further proceedings towards hiring 2019 batch, kindly share us the database in the attached format of the eligible students by **10th November 2018**.

Eligibility criteria:

- **BE/B.Tech** (Computer Science/ Information Technology / ECE / EEE)
- **B.Sc.** (Computer Science/ Information Technology / Maths / Electronics)
- **BCA**
- Only **2019 batch**
- **10th and 12th** should be 60% or above
- **Current aggregate** should be 70% (or) 7 CGPA or above

Please note that we do not have any bond and the work location is only Bangalore.

Timeline for further process:

After sharing the database:-

1. The eligible students can write the online test on any date from **12th to 15th November any time** at your college computer lab. ***Please choose one date and reply to this e-mail.***
2. I will share the online test link after I receive your reply with the online test date chosen by your college.
3. **Final Interviews** for the online test shortlisted candidates would be conducted at **Kerala** Location for **B.Sc./BCA on November 23rd (Friday) & BE students on November 24th (Saturday)**.
 - Also kindly note that **we can allow only max 100 eligible BE candidates**. Hence, share the BE database from your end accordingly. For B.Sc./BCA we do not have any limit, all the eligible students can write in B.Sc./BCA.
 - Please note that if you have a student **who has completed the two months internship with SAP**, those students are exempted from the online test. They do not have to write the online test.
 - **If your college will like to host the hiring event at Kerala for both the days, please feel free to let us know, we will confirm back.**

Important Note: "The candidates personal data collected through this invitation serves only the specific purpose of the Scholar hiring events for the year 2019 batch and will be deleted after the event has been completed."

Thanks & regards,

Jisa Mary John

Early Talent Team





Mobile :+91 7259377681





Awarded as the 1st Best IT
Company to work for in India.

4 attachments

-  **B.Sc_BCA.DOCX**
30K
-  **Format_SAP Labs.xlsx**
23K
-  **BE Program Details.docx**
27K
-  **Format_SAP Labs.xlsx**
23K

SSET <sset@scmsgroup.org>
To: "John, Jisa Mary" <jisa.mary.john@sap.com>

Tue, Oct 30, 2018 at 1:49 PM

Dear Madam,

Thanks for the invitation extended to us. We would like to conduct the online test on **12th November 2018, from 9.30 a.m.** for our B.Tech students. Kindly intimate whether students having current backpapers can attend the test or not. The database will be shared with you soon.

Thanks and regards

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Executive Officer-Corporate Relations and International Collaborations
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684

[Quoted text hidden]

John, Jisa Mary <jisa.mary.john@sap.com>
To: SSET <sset@scmsgroup.org>

Wed, Oct 31, 2018 at 3:58 PM

Dear Placement team,

Sure, 12th Nov the test can be conducted. I will share the online test link after I receive the database from your college.

No backlogs students please.

Thanks & regards,

Jisa Mary John

Early Talent Team



[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: "John, Jisa Mary" <jisa.mary.john@sap.com>

Fri, Nov 9, 2018 at 9:22 AM

Dear Madam,

Thanks for the mail. As per the mail, I am attaching herewith the filled template of our 80 candidates for the online test. The online test can be conducted on **12th November 2018, from 9.30 a.m.** for our B.Tech students. As per the results declared by APJ Abdul Kalam Technological university, marks are provided in grades and hence the column 'Total of only Computer Science subjects marks' in the template is not available.

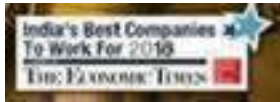
Kindly confirm the date and details of online test.

Thanks and regards

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Executive Officer-Corporate Relations and International Collaborations
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684

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-  **Format_SAP Labs.xlsx**
29K

image012.png
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5Kimage011.png
5K

John, Jisa Mary <jisa.mary.john@sap.com>
To: SSET <sset@scmsgroup.org>

Tue, Nov 20, 2018 at 4:40 PM

Dear DR. Varun,

Please find below the **13 B.Tech** online test shortlists as follows:

Please keep the shortlisted candidates informed on the following details (I have sent a mail to all the candidates as well):

- **Interview Date** : **24 November_Saturday**
- **Venue** : **Cochin University of Science and Technology**, University Road, South Kalamassery, Kalamassery, Kochi, Kerala – 682022
- **Reporting time** : **08:45 AM**
- **Documents to carry** : Resume, 1 photograph, 10th, 12th and last semester mark sheet

Please let me know for clarification, if any.

College Name	Personal Email Address	First name	Middle name	Last name	Degree	Branch
SCMS	aswatharangath49@gmail.com	Aswathy	-	A	B.Tech	Computer Science
SCMS	spanirudh007@gmail.com	Anirudh	-	SP	B.Tech	Computer Science
SCMS	jebbinj544@gmail.com	Jebbin	-	Joseph	B.Tech	Computer Science
SCMS	vividrohit@gmail.com	ROHIT	KOCHIKKAT	FRANCIS	B.Tech	Computer Science
SCMS	ananyaasok18@gmail.com	ANANYA	-	ASOK	B.Tech	Computer Science
SCMS	sajeahasajudheen23@gmail.com	SAJEEHA	K	S	B.Tech	Computer Science
SCMS	ijas.ah96@gmail.com	IJAS	-	A H	B.Tech	Computer Science
SCMS	menonsathira@gmail.com	ATHIRA	S	MENON	B.Tech	Computer Science
SCMS	chithrapoojitha@gmail.com	Chithramol	-	S S	B.Tech	Computer Science
SCMS	grg2312@gmail.com	George	M	Thottan	B.Tech	Computer Science
SCMS	mbanjitha.123@gmail.com	Anjitha	-	Baiju	B.Tech	Computer Science
SCMS	alinajob97@gmail.com	ALINA	-	JOB	B.Tech	Computer Science
SCMS	sanjusindhuraj@gmail.com	SANJU BHASKAR	-	K S	B.Tech	Electrical and Electronic Engineering

Thanks & regards,

Jisa Mary John

Early Talent Team



From: SSET <sset@scmsgroup.org>
Sent: Friday, November 9, 2018 9:23 AM

[Quoted text hidden]

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Executive Officer-Corporate Relations and International Collaborations
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>
[Quoted text hidden]

John, Jisa Mary <jisa.mary.john@sap.com>
To: SSET <sset@scmsgroup.org>

Fri, Nov 30, 2018 at 12:23 PM

Dear Dr. Varun,

Thanks a lot for your continuous support!

Kindly find the 2 offered candidates details for your reference:

First Name	Middle Name	Last Name	E-mail Id	Degree	Branch	College Name
Jebbin	-	Joseph	jebbinj544@gmail.com	B.Tech	Computer Science	SCMS School Of Engineering And Technology, Ernakulam
ATHIRA	S	MENON	menonsathira@gmail.com	B.Tech	Computer Science	SCMS School Of Engineering And Technology, Ernakulam

Thanks & regards,

Jisa Mary John

Early Talent Team



[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: "John, Jisa Mary" <jisa.mary.john@sap.com>

Fri, Nov 30, 2018 at 12:29 PM

Dear Madam,

On behalf of the management, principal, staff and students I thank you and your esteemed organization for conducting campus recruitment for our 2019 batch students. Thanks for the two offers and all the support extended for the drive. We expect continuous interaction and support between our institution and your esteemed organization in coming years too.

Thanks and regards

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Executive Officer-Corporate Relations and International Collaborations
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>
[Quoted text hidden]

10 attachments



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image004.png
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image005.png
5K



image008.png
4K



image009.jpg
5K



image005.png
5K

image004.png
5K



SAP LABS. Bangalore.

SAP Labs India Pvt. Ltd.
CIN: U72200KA1995PTC018484
138, Export Promotion
Industrial Park, WhiteField,
Bangalore – 560 066. India
T: +91-80-4139 5139
F: +91-80-4139 6969
www.sap.com

06 May 2019

Private & Confidential

Jebbin Joseph
Muringatheri House
Mullurkara, Thrissur
Kerala 680013 India
+919447604336

EMPLOYMENT CONTRACT

Dear Jebbin,

We are pleased to offer you employment with **SAP Labs India Pvt. Ltd (SAP)** on the following terms and conditions:

1. Appointment

1.1 You shall be appointed to the position of Scholar as a Fixed Term Employee with effect from 01 August 2019 up to 31 July 2021.

Please note that at the close of this fixed term specified above shall automatically come to an end and no separate notice for termination need to be given by either side however should it be found at any time during your employment in this organization your conduct or performance is not up to the mark your services are liable to be terminated at any time during your employment with us.

1.2 You shall be based in Bangalore but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India.

1.3 Your employment with the Company is subject to your providing educational qualifications and work testimonials if any, and is also conditional upon your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Total Rewards

2.1 Your annual stipend on joining SAP Labs India Pvt. Ltd is INR 300,000.00.

2.2 Below is the breakup of the other benefits available to you.

(A)	Cash Components	INR per annum
	Annual Stipend	300,000.00
(B)	Benefits*	INR per annum
	Free Meals provided on campus	13,200.00
	Free Transport for office commute	42,000.00
	Life Events (Birthday Gift)	2,000.00
	OwnSAP#	31,200.00
	Wellness Cover for Employee	5,000.00
	Higher Education Fees (BITS Pilani) ##	100,700.00
	Cost of Benefits (Approximate)	194,100.00
Cost to Company (A + B)		494,100.00

**The employee benefits listed above are available only during active employment with SAP. These cannot be encashed or modified. SAP reserves the right to withdraw or alter the benefits at any time without prior notice to the employee. The values attributed to the benefits are arrived on an estimated value and are subject to change at sole discretion of SAP Management.*



SAP LABS. Bangalore.

SAP Labs India Pvt. Ltd.
CIN: U72200KA1995PTC018484
138, Export Promotion
Industrial Park, WhiteField,
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F: +91-80-4139 6969
www.sap.com

#OwnSAP is a share purchase plan wherein company contribution is subject to employee participation in the program and the company contribution amount varies based on Fixed Pay and employee contribution percentage.

##Higher Education fees fully paid by SAP. The initial one-time admission fee of INR 18,000 is also paid by SAP.

In addition to the above compensation components, as part of the best-in-class benefits SAP offers, FlexBen program, which allows you to choose your benefits as per your needs.

In addition, you will also be eligible for other benefits offered by the company like paid leaves, transportation, food, and maternity benefits etc, as per the prevailing company policy.

Please refer to the enclosed "Annexure" for details of compensation, benefits and terms of this offer. We would appreciate your confirmed acceptance of the above by signing and returning us the duplicate copy of this letter.

Yours sincerely,

For SAP Labs India Pvt. Ltd.

Shraddhanjali Rao
Head of Human Resource, India
SAP India

Sabish Kovath Bhaskar
HR Services Senior Consultant
HR Services Centre, SAP India Pvt Ltd

I accept the terms & conditions of service outlined above

Jebbin Joseph

Date



SAP LABS. Bangalore.

SAP Labs India Pvt. Ltd.
CIN: U72200KA1995PTC018484
138, Export Promotion
Industrial Park, WhiteField,
Bangalore – 560 066. India
T: +91-80-4139 5139
F: +91-80-4139 6969
www.sap.com

08 May 2019

Private & Confidential

Athira S Menon
Athira (H), St Peters Lane
Mc Road, Perumbavoor, Ernakulam
Kerala 683542 India
+918111824164

EMPLOYMENT CONTRACT

Dear Athira,

We are pleased to offer you employment with **SAP Labs India Pvt. Ltd (SAP)** on the following terms and conditions:

1. Appointment

1.1 You shall be appointed to the position of Scholar as a Fixed Term Employee with effect from 01 August 2019 up to 31 July 2021.

Please note that at the close of this fixed term specified above shall automatically come to an end and no separate notice for termination need to be given by either side however should it be found at any time during your employment in this organization your conduct or performance is not up to the mark your services are liable to be terminated at any time during your employment with us.

1.2 You shall be based in Bangalore but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India.

1.3 Your employment with the Company is subject to your providing educational qualifications and work testimonials if any, and is also conditional upon your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Total Rewards

2.1 Your annual stipend on joining SAP Labs India Pvt. Ltd is INR 300,000.00.

2.2 Below is the breakup of the other benefits available to you.

(A)	Cash Components	INR per annum
	Annual Stipend	300,000.00
(B)	Benefits*	INR per annum
	Free Meals provided on campus	13,200.00
	Free Transport for office commute	42,000.00
	Life Events (Birthday Gift)	2,000.00
	OwnSAP#	31,200.00
	Wellness Cover for Employee	5,000.00
	Higher Education Fees (BITS Pilani) ##	100,700.00
	Cost of Benefits (Approximate)	194,100.00
Cost to Company (A + B)		494,100.00

**The employee benefits listed above are available only during active employment with SAP. These cannot be encashed or modified. SAP reserves the right to withdraw or alter the benefits at any time without prior notice to the employee. The values attributed to the benefits are arrived on an estimated value and are subject to change at sole discretion of SAP Management.*



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www.sap.com

#OwnSAP is a share purchase plan wherein company contribution is subject to employee participation in the program and the company contribution amount varies based on Fixed Pay and employee contribution percentage.

##Higher Education fees fully paid by SAP. The initial one-time admission fee of INR 18,000 is also paid by SAP.

In addition to the above compensation components, as part of the best-in-class benefits SAP offers, FlexBen program, which allows you to choose your benefits as per your needs.

In addition, you will also be eligible for other benefits offered by the company like paid leaves, transportation, food, and maternity benefits etc, as per the prevailing company policy.

Please refer to the enclosed "Annexure" for details of compensation, benefits and terms of this offer. We would appreciate your confirmed acceptance of the above by signing and returning us the duplicate copy of this letter.

Yours sincerely,

For SAP Labs India Pvt. Ltd.

Shraddhanjali Rao
Head of Human Resource, India
SAP India

Sabish Kovath Bhaskar
HR Services Senior Consultant
HR Services Centre, SAP India Pvt Ltd

I accept the terms & conditions of service outlined above

Athira S Menon

Date



sset last name <sset@scmsgroup.org>

Fwd: Wipro - Elite National Talent Hunt for Engineering Graduates of 2019

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Nov 2, 2018 at 1:46 PM

Please forward this email and follow up with our students on registration for Wipro.

----- Forwarded message -----

From: lavanam.amballa@wipro.com <lavanam.amballa@wipro.com>
Date: Fri, Nov 2, 2018, 13:45
Subject: Wipro - Elite National Talent Hunt for Engineering Graduates of 2019
To:
Cc: anitha.jose@wipro.com <anitha.jose@wipro.com>

Dear Academic Partner,

Greetings from Wipro!

Wipro has launched its Elite National Talent Hunt for Engineering Graduates of 2019 initiative.

We would like inform you that the registration links are live where you may ask the eligible candidates to register by accessing below links.

Wipro Career Page <https://careers.wipro.com/elite-nth.aspx>

Facebook <https://www.facebook.com/wiprocareers/photos/a.102775326473/10156935899351474/?type=3&theater>

Twitter <https://twitter.com/WiproCareers/status/1056786411179913216>

LinkedIn: <https://www.linkedin.com/feed/update/urn:li:activity:6462551430984241152>

This initiative is a unique platform for all the interested and eligible engineers of 2019, who want to build their career with Wipro and you are playing a major role in taking this initiative one step close to Success.

Please go through the below given note, to get a better idea about this process.

1. Meanwhile you circulate the registration links through your channels, we will be sharing you few banners and posters which you may share it. Not to circulate any unauthorized postings about **National Talent Hunt** and educate the students about Wipro's recruitment policy.

Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

2. The registration link will remain same for all the colleges across India.

3. Post registration, Candidates will go through a screening process and post which they will receive a Survey link followed by document upload page where they need to upload their academic marksheets.

4. Once candidates identified as eligible to be part of National Talent Hunt, a confirmation mail (call-letter) will be sent from our end. Test process will be conducted in Mid November.

Call letter will be sent atleast a week prior to the test.

5. Call-letter will have the following details –

- a. Event Date
- b. Reporting Time
- c. Venue Details (Which will be mapped by us. Candidate will not have an option to select the Test Venue)
- d. Other Basic details with regards to eligibility and required documents.

6. Only Online Assessment will be conducted on the confirmed dates and interviews will be planned in the coming weeks.

For any further queries, you may write to **Anitha Jose** - anitha.jose@wipro.com who is the Location Campus Lead for **Kerala** region. Look forward to your support.

We shall share more updates with you on how to prepare the students which you may cascade to other fellow placement officers.

Lavanam Amballa



<http://marketing.wiprodigital.com/apps/wipro-esig/assets/images/logo-01.png>

National Campus Manager

Global Campus Hiring Team | Talent Acquisition | Bangalore

Wipro Limited

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The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com



image001.jpg
3K

SSET <sset@scmsgroup.org>

Fri, Nov 2, 2018 at 3:45 PM

Bcc: abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, Ahmed Sharafudeen <ahmedzsha97@gmail.com>, aiswarya johnson <aiswaryajohnsonpl@gmail.com>, ajaisooryan@yahoo.com, Ajay Warriar <ajayrwarrier@gmail.com>, Akhil Anders JR <akhilandersjr@gmail.com>, akshay anil <akshayanil36151@gmail.com>, Akshay Anil <akshayanil007@gmail.com>,

amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerasar@gmail.com, Ash B <asniyabas15@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraj <deepak.deeraj97@gmail.com>, derin.jose01@gmail.com, Don jose <jodonjo@gmail.com>, doyalasabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, harsh madani <harsh.madani36@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, pranav_97@live.com, PRAVEEN PRINCE <praveenprince7165@gmail.com>, rahidh saheer <Rahidhrockz@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Raizal Faizy <Raizalfaizy11@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeetha Sajudheen <sajeethasajudheen23@gmail.com>, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, R-Kedgaming <vaishakm6@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilnambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewwattoly@gmail.com>, amith ravi <raviamith123@gmail.com>, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduwaranair@gmail.com, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, deepthyta1234@gmail.com, Derick davis <derickd20000@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, geethyvarghese123@gmail.com, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, jonathiyep@yahoo.com, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasamaliackal@gmail.com>, mtvc1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapibrahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <saahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rhrlmsh123@gmail.com>, Raniya saeed <sraniya855@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, Sandhya Krishnakumar <97sandhya@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpa Biju <shilpabiju@yahoo.in>, shilpapprasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, Sidharth Karat <sidharthk97@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>, abhijithajith21@yahoo.com, Adersh Ajith <adersh.ajith@gmail.com>, AISWARYA SHAJI <aiswaryaarackal27@gmail.com>, Albert Anto <albertanto608@gmail.com>, Ananthakrishnan R <ananthu763@gmail.com>, Anjana Warriar T <anjanatwarriar@gmail.com>, Ann Mary <annmarypaul099@gmail.com>, Antony Antoo <antonyantoo97@gmail.com>, antony vithayathil <vithayathilantony@gmail.com>, ARJUN HARI <arjunharikkm@gmail.com>, Ashik Pa <iambigcr7@gmail.com>, aswinip921@gmail.com, badish ca <badishblaze@gmail.com>, Benet Kolamkanny <benetbabu2828008@gmail.com>, BENIT BENNY <benitbenny@gmail.com>, jagadeesan cm <cm.jagadeesan0022@gmail.com>, Christeena John <christeenava@gmail.com>, Darshan Darshan <darshan.k.pradeep@gmail.com>, edwin george <edwingeorge123456789@gmail.com>, elsa antony <elsaantony100@gmail.com>, Gautham Sunil <gauthamsunil@gmail.com>, george m joy <georgemjoythegreat@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, gowriraveendran58@gmail.com, HARIKRISHNAN PALERI <hari444.paleri@gmail.com>, hasif rehman <hasifrehman.7@gmail.com>, Jobin Biju <jobinbiju@gmail.com>, jovithomas@gmail.com, krishnaja k <krishnajak67@gmail.com>, LAHIN SHAROOQUE <lahinsharooque@gmail.com>, Maneesh Murali <maneesh4evr@gmail.com>, MARTIN PAUL <martin1234paul@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Muhzin Muhammed <muhzin524@gmail.com>, Neelkrishna M <neelkrishna555@gmail.com>, pauljo thomas <pauljothomas37@gmail.com>, RONY DAVIS <ronykDavis@gmail.com>, ERROR 404 <sachinvarma930@gmail.com>, Sam JACOB ROY <samjacobroy@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shameem shad <shadbrother1@gmail.com>, shradhajith@gmail.com, shreeram kc <shreeram.skc@gmail.com>, Siddharth Nair <siddharthnair4u@gmail.com>, sonnetpkunju@gmail.com, sreelakshmimanattu@gmail.com, sreyadasp@gmail.com, tomsajiv@outlook.com, Vinayachandran P <vinayachandra001@gmail.com>, Vichu comm <vishnunair.sr@gmail.com>, Vivek George <vikig4188@gmail.com>, "Padmakumar P.K" <pradeeppadmakumar@gmail.com>, WILLFRED M VARGHESE <willfredmvarghese2020@gmail.com>, yadhu ramesh <yadhuramesh96@gmail.com>, AISWARYA MENON <aishu191995@gmail.com>, Nazreen Sakheer <ajunazreen95@gmail.com>, Anagha S <anaghaajith1995@gmail.com>, Arya Aanand <aryaanand54@gmail.com>, eshithakv46@gmail.com, jameena va <jameenas9@gmail.com>, megha varghese <meghavarghese12@gmail.com>, sonali john <sonalijohn9@gmail.com>, swathi7181@gmail.com, Swathy



sset last name <sset@scmsgroup.org>

Fwd: NTH - Final selects - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY(SCMS)

1 message

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 14, 2019 at 12:54 PM

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450330 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>



SCMS
GROUP OF EDUCATIONAL INSTITUTIONS

----- Forwarded message -----

From: anitha.jose@wipro.com <anitha.jose@wipro.com>
Date: Mon, Jan 14, 2019 at 7:51 AM
Subject: NTH - Final selects - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY(SCMS)
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>



**Elite National
Talent Hunt-2019**

Wipro Elite National Talent Hunt 2019 | List of Selected Candidates

Dear Academic Partner,

Greetings from Wipro!

We are glad to inform that **Elite National Talent Hunt 2019** has run seamlessly, and we share its success with you! We appreciate the hard work and efforts of every one who has contributed to this, and hope this event has brought the students at your institute a step closer to their dream goal.

At the final stage of the event, we are pleased to share the results of the Interview rounds conducted in the month of December 2018. Please find the list of students who have cleared the Selection Process and received the online 'Letter of Intent' to join Wipro.

S No	Resume No.	Candidate Name
1	8264481	JINU
2	8258822	Rohit
3	8280928	Aswathy
4	8383612	T A Deepthy
5	8382610	C M Jagadeesan
6	8482833	Arjun
7	8469777	Jovito
8	8482439	NEHA
9	8481498	SAJEEHA
10	8481916	ALEX
11	8470849	Anandkrishna
12	8455697	Ajay
13	8519565	POOJA
14	8271857	Rebecca
15	8404847	V Rahul

Your cooperation and faith has helped us achieve this, and we sincerely appreciate it.

We look forward to such synergy in future and solicit your continued support.



APPOINTMENT LETTER

May 9, 2019

Dear **Pooja Jayakrishnan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Pooja Jayakrishnan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 8, 2019

Dear **Aswathy A,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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India

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C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Aswathy A

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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India
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W : wipro.com
C : L32102KA19A5PLC026800



APPOINTMENT LETTER

May 9, 2019

Dear **Rebecca Joshua**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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Bengaluru 560 035
India

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E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Rebecca Joshua

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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W : wipro.com
C : L32102KA19A5PLD0026800



APPOINTMENT LETTER

May 9, 2019

Dear **Sajeetha K S**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

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Doddakannelli
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W : wipro.com
C : L32102KA19A5PLC020800



ANNEXURE III
SALARY OFFER SHEET

Name : Sajeeha K S

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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W : wipro.com
C : L32102KA19A5PLC020800



APPOINTMENT LETTER

May 10, 2019

Dear **Alex Mathew**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Alex Mathew

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 13, 2019

Dear **Aswathy Mohanan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

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- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Aswathy Mohanan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 9, 2019

Dear **T A Deepthy**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : T A Deepthy

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 7, 2019

Dear **Neha Jayan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

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- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Neha Jayan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 9, 2019

Dear **Jovito Thomas**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
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- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Jovito Thomas

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
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APPOINTMENT LETTER

May 9, 2019

Dear **Anandkrishna J,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Anandkrishna J

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
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APPOINTMENT LETTER

May 8, 2019

Dear **Jinu Manoj**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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ANNEXURE III
SALARY OFFER SHEET

Name : Jinu Manoj

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
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APPOINTMENT LETTER

May 9, 2019

Dear **V Rahul**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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ANNEXURE III
SALARY OFFER SHEET

Name : V Rahul

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
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sset last name <sset@scmsgroup.org>

Placement officers : Mphasis recruiting 2019 graduating B.Tech EC/EEE/CSE/E&I/IT/IS and MCA students.

5 messages

Dr. Brijesh John <brijeshjohn123@gmail.com>
To: placementofficers <placementofficers@googlegroups.com>

Mon, Jan 21, 2019 at 11:30 AM

Dear fellow TPOs,

Sub: Mphasis recruiting 2019 graduating B.Tech EC/EEE/CSE/E&I/IT/IS and MCA students.

Mphasis is conducting a pooled recruitment drive during **30th & 31st Jan 2019 at St. Joseph's College of Engineering & Technology, Palai** for 2019 graduating B.Tech EC/EEE/CSE and MCA students.

Company: Mphasis Limited

About Mphasis: Mphasis has been a leading provider of core IT services to global marquee customers for over 25 years; bringing in best-of-class expertise in the foundational services of Application Development and Maintenance, Infrastructure Services, and Business Process Services. To this existing suite of services, Mphasis has been nimble and agile in integrating and building specialization to enable future-proofing of the organization as well as its customers. Mphasis enables customers re-imagine their digital future by applying a unique formula of cloud migration and cognitive technology, to modernize and power the legacy systems to timeless computing. Mphasis' array of algorithm-based technologies seamlessly combines Robotic Process Automation, Predictive Analytics, Cloud, Artificial Intelligence, and Blockchain, surrounding legacy technologies with domain expertise and modernization.

For more details, please login to their website www.mphasis.com.

Job Profile: Software Engineers for their Applications Team. Detailed Job Description is attached for your reference.

Target Audience: 2019 passing out MCA & BE graduates from Computer Science, Information Systems or Information Technology, Electronics and Communication, Telecommunication and Electrical & Electronics branches.

Locations of work: Bangalore, Chennai, Pune, Mumbai, Hyderabad

Pre-requisites:

- Candidate must be an Indian citizen
- Minimum 60% marks or 6.3 CGPA in graduation
- Candidates should not have any backlogs for them to be eligible for participating in the hiring process.
- The candidate needs to possess good communication skills and basic computer programming skills.
- The candidate needs to be flexible to get allocated to any Mphasis operating location.
- The candidate needs to be flexible to take up any technology and the work timings that would be allocated to them for training and deployment there afterwards.

Profile/Designation:

First 6 months- Trainee Associate Software Engineer at Level-1

Post 6 months- Associate Software Engineer at Level-2

CTC Details: The selected candidate is eligible for monthly salary of INR 21,000 (Rupees Twenty one thousands including CTC @ INR 1.8 Lakhs per annum and Rupees 6000 monthly allowance).

Training agreement: Selected candidates have to sign Training agreement at the time of joining to stay with the company for minimum 24 Months from the date of joining. In case of default an amount of INR 100,000 in full will be recovered from the employee.

Assessment/ Selection criteria:

Day-1: Wednesday, the 30th Jan 2019

- First round - Aptitude Test (English grammar, Computer Programming, Logical Ability and Quantitative Ability)

Day-2: Thursday, the 31st Jan 2019

- Second round - Tool Based Communication Test (Versant)
- Final Round - Panel Interview (Technical & HR)

Job Profile: Associate Software Engineers for our Applications Team

On-boarding Timelines: The selected candidate will be on-boarded anytime between June 2019 and April 2020.

The selected candidates should have the below set of documents at the time of joining without fail.

All semester marks sheets and convocation certificate issued from the University, Aadhar card, PAN card, passport.

Interested eligible candidates may register on the below mentioned link.

<https://goo.gl/forms/BB6WEIzy7QNgQH2u2>

The Company plans to restrict the candidate pool; and as such the link becomes non-operational, once the target numbers are met. Please inform the eligible students to register ASAP.

Dr Saji Abraham,
Head- Corporate Relations, Training & Placements,
Saint Joseph's College of Engineering & Technology (SJCET),
Choondachery Post, Palai,
Kerala State, Kottayam District, PIN- 686579
Mobile (Official): +91- 9744881113
Mobile (Personal): +91- 9400285650
Telephone: +91- 4822- 239779
Fax: +91- 4822- 239307



Dr. Brijesh George John
Associate Professor & Head - Corporate Relations
Marian College, Kuttikkanam (www.Mariancollege.org)
Chairman - Placement Officers Kerala Consortium
Dy GM - IPSR Solutions Ltd
Soft Skills Trainer , Youtuber , Author and Columnist

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For more options, visit <https://groups.google.com/d/optout>.



Mphasis- Job Description- 2019.pdf
212K

SSET <sset@scmsgroup.org>

Mon, Jan 21, 2019 at 11:38 AM

Bcc: abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, Ahmed Sharafudeen <ahmedzsha97@gmail.com>, aishwarya johnson <aishwaryajohnsonpl@gmail.com>, ajaisooryan@yahoo.com, Ajay Warriar <ajaywarriar@gmail.com>, Akhil Anders JR <akhilandersjr@gmail.com>, akshay anil <akshayanil36151@gmail.com>, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraj <deepak.deeraj97@gmail.com>, derin.jose01@gmail.com, Don jose <jodonjo@gmail.com>, doyalasabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, harsh madani

<harsh.madani36@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, pranav_97@live.com, PRAVEEN PRINCE <praveenprince7165@gmail.com>, rahidh saheer <Rahidhrockz@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Raizal Faizy <Raizalfaizy11@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, R-Kedgaming <vaishakm6@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilnambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewvattoly@gmail.com>, amith ravi <raviamith123@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, Deepthy anikuttan <deepthyta1234@gmail.com>, Derick davis <derickd20000@gmail.com>, elsa antony <elsaammu16@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, Jonath Tharian <jonathihype@yahoo.com>, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasmailackal@gmail.com>, mtvc1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapibrahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <sahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rhrlmsh123@gmail.com>, Raniya saeed <sraniya855@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, Sandhya Krishnakumar <97sandhya@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpapprasad1997@gmail.com, Shivani G <shivani giri.96@gmail.com>, Sidharth Karat <sidharthk97@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>, abhijithajith21@yahoo.com, Adersh Ajith <adersh.ajith@gmail.com>, AISWARYA SHAJI <aiswaryaarackal27@gmail.com>, Albert Anto <albertanto608@gmail.com>, Ananthakrishnan R <ananthu763@gmail.com>, Anjana Warriar T <anjanatwarrior@gmail.com>, Antony Antoo <antonyantoo97@gmail.com>, antony vithayathil <vithayathilantony@gmail.com>, ARJUN HARI <arjunharikm@gmail.com>, Ashik Pa <iambigcr7@gmail.com>, aswinip921@gmail.com, badish ca <badishblaze@gmail.com>, Benet Kolamkanny <benetbabu2828008@gmail.com>, BENIT BENNY <benitbenny@gmail.com>, jagadeesan cm <cm.jagadeesan0022@gmail.com>, Christeena John <christeenava@gmail.com>, Darshan Darshan <darshan.k.pradeep@gmail.com>, edwin george <edwingeorge123456789@gmail.com>, elsa antony <elsaantony100@gmail.com>, Gautham Sunil <gauthamsunil@gmail.com>, george m joy <georgemjoythegreat@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, gowriraveendran58@gmail.com, HARIKRISHNAN PALERI <hari444.paleri@gmail.com>, hasif rehman <hasifrehman.7@gmail.com>, Jobin Biju <jobinbiju@gmail.com>, jovitothomas@gmail.com, krishnaja k <krishnajak67@gmail.com>, LAHIN SHAROOQUE <lahinsharooque@gmail.com>, Maneesh Murali <maneesh4evr@gmail.com>, MARTIN PAUL <martin1234paul@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Muhzin Muhammed <muhzin524@gmail.com>, Neelkrishna M <neelkrishna555@gmail.com>, pauljo thomas <pauljothomas37@gmail.com>, RONY DAVIS <ronyk Davis@gmail.com>, ERROR 404 <sachinvarma930@gmail.com>, Sam JACOB ROY <samjacobroy@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shameem shad <shadbrother1@gmail.com>, shradhaajith@gmail.com, shreeram kc <shreeram.skc@gmail.com>, Siddharth Nair <siddharthnair4u@gmail.com>, sonnetpkunju@gmail.com, sreelakshminanattu@gmail.com, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, Vinayachandran P <vinayachandra001@gmail.com>, Vichu comm <vishnunair.sr@gmail.com>, Vivek George <vikig4188@gmail.com>, "Padmakumar P.K" <pradeeppadmakumar@gmail.com>, WILLFRED M VARGHESE <willfredmvarghese2020@gmail.com>, yadhu ramesh <yadhuramesh96@gmail.com>, ajithskoottala@gmail.com, Amal Thachappilly <amalmail@gmail.com>, Gifty George <giftygeorge101@gmail.com>, jibin james <jibinjames158@gmail.com>, Tinu Jose <tinujos7295@gmail.com>

Dear Students,

Sub: **Mphasis** recruiting 2019 graduating B.Tech EC/EEE/CSE/E&I/IT/IS and MCA students.

Mphasis is conducting a pooled recruitment drive during **30th & 31st Jan 2019** at **St. Joseph's College of Engineering & Technology, Palai** for 2019 graduating B.Tech EC/EEE/CSE and MCA students.

Pre-requisites:

- Candidate must be an Indian citizen
- Minimum 60% marks or **6.3 CGPA** in graduation
- Candidates **should not have any backlogs** for them to be eligible for participating in the hiring process.

Interested eligible candidates may register on the below mentioned link.

<https://goo.gl/forms/BB6WEIzy7QNgQH2u2>

The **Company plans to restrict the candidate pool; and as such the link becomes non-operational, once the target numbers are met. Please inform the eligible students to register ASAP.**

Further details given in trailing mail.

Regards

Dr. Varun G Menon
Placements
SSET

[Quoted text hidden]



Mphasis- Job Description- 2019.pdf
212K

SSET <sset@scmsgroup.org>

Mon, Jan 21, 2019 at 11:41 AM

To: "Sindhu C.K." <sindhuck@scmsgroup.org>

Cc: "Dr. Sherin Alex" <sherinalex@scmsgroup.org>, indu nair <indunair@scmsgroup.org>

----- Forwarded message -----

From: **Dr. Brijesh John** <brijeshjohn123@gmail.com>

Date: Mon, Jan 21, 2019 at 11:31 AM

[Quoted text hidden]

[Quoted text hidden]



Mphasis- Job Description- 2019.pdf
212K

George Joseph <georgejoseph@scmsgroup.org>

Mon, Jan 21, 2019 at 11:41 AM

To: sset last name <sset@scmsgroup.org>, "Dr. Sherin Alex" <sherinalex@scmsgroup.org>, Lakshmi Mahesh <lakshmimahesh@scmsgroup.org>

----- Forwarded message -----

From: **Dr. Brijesh John** <brijeshjohn123@gmail.com>

Date: Mon, Jan 21, 2019 at 11:31 AM

[Quoted text hidden]

[Quoted text hidden]



Mphasis- Job Description- 2019.pdf
212K

SSET <sset@scmsgroup.org>

Mon, Jan 21, 2019 at 11:46 AM

To: Varun Menon G <varunmenon@scmsgroup.org>

----- Forwarded message -----

From: **Dr. Brijesh John** <brijeshjohn123@gmail.com>

10/25/21, 4:00 PM

SCMS Group of Institutions Mail - Placement officers : Mphasis recruiting 2019 graduating B.Tech EC/EEE/CSE/E&I/IT/IS a...

Date: Mon, Jan 21, 2019 at 11:31 AM

[Quoted text hidden]

[Quoted text hidden]



Mphasis- Job Description- 2019.pdf

212K



sset last name <sset@scmsgroup.org>

Mphasis Limited-Selection list

1 message

SSET <sset@scmsgroup.org>

Fri, Feb 1, 2019 at 11:06 AM

To: akshay anil <akshayanil36151@gmail.com>, Akshay Anil <akshayanil007@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Ash B <asniyabas15@gmail.com>, Deepak Deeraj <deepak.deeraj97@gmail.com>, Pavithra Guru <pavigurus@gmail.com>, ranjini888nair@gmail.com, Sunu Baby <sunubaby24@gmail.com>, aleena avarachan <aleenaavarachan1@gmail.com>, Jonath Tharian <jonathiyype@yahoo.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, krishnaja k <krishnajak67@gmail.com>, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>

Dear Students,

Congrats to **Mr. Akshay A of S8 CSE, for** the Mphasis offer from the drive conducted on 30, 31 Jan 2019 at SJ CET, Palai.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>



sset last name <sset@scmsgroup.org>

Invitation_ Recruitment of Qburst@ FISAT

9 messages

Placement Cell FISAT <placements@fisat.ac.in>

Fri, Dec 7, 2018 at 12:20 PM

To: placement Cell ASIET <placement@adishankara.ac.in>, sset last name <sset@scmsgroup.org>, HR Sahrdaya <hr@sahrdaya.ac.in>

Dear Sir,

Qburst has confirmed a pool drive at our campus on 11th January 2019.
Your campus is also included for the drive. The details are below.

Please share the students list in the attached format on or before
Monday, 10th December 2018. We understand that it is exam time, but
the company needs the list early. Please cooperate. The numbers are
limited.

Company:

<https://www.qburst.com/>

Selection Procedure:

Machine test - Machine test is intended to evaluate your logical,
programming skills and time management.

Technical Interview

Management/HR Interview

Choice of programming Language

C and C++

Java

Python 2.7 - importing other modules (ex: import re) are not allowed.

Eligibility

B.Tech and MTech (CS/IT)

Other Branches: Only or those who have very good coding skills

There is no Mark or Backlog Criteria

Offer

Salary: 3.6 - 3.8 LPA

Selected candidates will undergo training for the first three months

Appraisal every six months upon confirmation

warmest regards,

--

Unni Kartha G

Placement Officer

Federal Institute of Science and Technology (FISAT)

Hormis Nagar | Mookkannoor P O | Angamaly

Kerala | Pin 683577

Ph : 0484 2725 275

Mob: 098463 87772

Email: placements@fisat.ac.in | unnikartha@gmail.com**QBurst Campus Drive@ FISAT.xls**

31K

placement Cell ASIET <placement@adishankara.ac.in>

Fri, Dec 7, 2018 at 1:13 PM

To: Placement Cell FISAT <placements@fisat.ac.in>

Cc: SSET <sset@scmsgroup.org>, hr@sahrdaya.ac.in

Thank you for the mail.

--

Thanking You

Dr. Santharam Rao C. P.
Placement Officer
Adi Shankara Institute of
Engineering & Technology
Vidya Bharathi Nagar
Mattoor, Kalady 683 574
Mob: 9605823974
Off: 0484 2463825

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Placement Cell - FISAT <placements@fisat.ac.in>

Mon, Dec 10, 2018 at 2:09 PM

Dear Sir,

Thanks once again for the invitation. As per the mail, I am attaching herewith the filled template of our candidates for the Qburst drive scheduled on 11th Jan 2019.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

On Fri, Dec 7, 2018 at 12:22 PM Placement Cell FISAT <placements@fisat.ac.in> wrote:

[Quoted text hidden]



QBurst Campus Drive@ FISAT.xls
58K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Dec 10, 2018 at 2:10 PM

[Quoted text hidden]



QBurst Campus Drive@ FISAT.xls
58K

Placement Cell FISAT <placements@fisat.ac.in>
To: sset last name <sset@scmsgroup.org>

Fri, Dec 14, 2018 at 7:05 PM

Dear Sir,
Please note that the branch field is missing in the document. Please

include it and send it back again asap.
Follow the format sent to you.
regards,

[Quoted text hidden]

Placement Cell FISAT <placements@fisat.ac.in>
To: sset last name <sset@scmsgroup.org>

Fri, Dec 14, 2018 at 7:05 PM

Sir,
Sorry for the trouble, that mail was not meant to you.
warmest regards,
On Fri, Dec 14, 2018 at 7:05 PM Placement Cell FISAT
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Placement Cell FISAT <placements@fisat.ac.in>

Thu, Jan 10, 2019 at 11:38 AM

Dear Sir,

Kindly confirm the date and reporting time of Qburst drive (scheduled on 11th Jan 2019).

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>
[Quoted text hidden]

Placement Cell FISAT <placements@fisat.ac.in>
To: SSET <sset@scmsgroup.org>

Thu, Jan 10, 2019 at 1:30 PM

Sir, The dates have been postponed due to exams. We shall update you about the dates shortly.
warmest regards,
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Placement Cell FISAT <placements@fisat.ac.in>

Tue, Feb 12, 2019 at 9:53 AM

Dear Sir,

Kindly confirm the date and reporting time of Qburst drive , if finalized.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Results of Qburst

6 messages

Placement Cell FISAT <placements@fisat.ac.in>

Tue, Feb 26, 2019 at 7:40 PM

To: sset last name <sset@scmsgroup.org>, HR Sahrdaya <hr@sahrdaya.ac.in>

Dear Sir,

The following students are offered by Qburst. They will be getting the offer letter by email. Please college and send the resume of these students in pdf format to us by tomorrow itself.

Shyam Prasad 8714488309 shyamprasad1997@gmail.com SCMS
 Pooja Jojy 8281776970 poojajojy00@gmail.com Sahrdaya
 Vishnu Govind P R 8281222082 vishnugpr@outlook.com Sahrdaya
 Celesty Francis 9446131252 celestyfrancis75@gmail.com Sahrdaya

warmest regards

--

Unni Kartha G
 Placement Officer
 Federal Institute of Science and Technology (FISAT)
 Hormis Nagar | Mookkannoor P O | Angamaly
 Kerala | Pin 683577
 Ph : 0484 2725 275
 Mob: 098463 87772
 Email: placements@fisat.ac.in | unnikartha@gmail.com

SSET <sset@scmsgroup.org>

Wed, Feb 27, 2019 at 9:22 AM

To: abhijit arun <abhijitarunklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, akshay anil <akshayanil36151@gmail.com>, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraj <deepak.deeraj97@gmail.com>, doyalasabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vidirohit@gmail.com>, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, greenarison1109@gmail.com, sivanjali123456@gmail.com, MARIA THOMAS <mariathomasmaliackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, Rohith J Krishnan <rohu739@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, Sandhya Krishnakumar <97sandhya@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, AISWARYA MENON <aishu191995@gmail.com>, Nazreen Sakheer <ajunazreen95@gmail.com>, Anagha S <anaghaajith1995@gmail.com>, Arya Aanand <aryaanand54@gmail.com>, eshithakv46@gmail.com, jameena va <jameenas9@gmail.com>, megha varghese <meghavarghese12@gmail.com>, sonali john <sonalijohn9@gmail.com>, SWATHI PG <swathi7181@gmail.com>, Swathy Titus <swathytitus1@gmail.com>

Dear Students,

Congrats **Shyam** for the Qburst offer.

The following students are offered by Qburst. They will be getting the offer letter by email. Please send the updated resume of these

students in pdf format to sset@scmsgroup.org by today before 1.15 pm itself.

Shyam Prasad 8714488309 shyamprasad1997@gmail.com SCMS
Pooja Jojy 8281776970 poojajojy00@gmail.com Sahrdaya
Vishnu Govind P R 8281222082 vishnugpr@outlook.com Sahrdaya
Celesty Francis 9446131252 celestyfrancis75@gmail.com Sahrdaya

Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

Shyamprasad Payyakkal <shyamprasad1997@gmail.com>
To: SSET <sset@scmsgroup.org>

Wed, Feb 27, 2019 at 9:27 AM

Hi,
The requested CV is attached with this mail.

Shyam Prasad P
SCS/6652/15
[Quoted text hidden]

 **CV_ShymPrasadP.pdf**
99K

SSET <sset@scmsgroup.org>
To: Shyamprasad Payyakkal <shyamprasad1997@gmail.com>

Wed, Feb 27, 2019 at 9:34 AM

Dear Student,

Congrats **Shyam** and thanks for the CV. Will do the needful.

Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Placement Cell FISAT <placements@fisat.ac.in>

Wed, Feb 27, 2019 at 9:38 AM

Dear Sir,

Thanks for the invitation and cooperation extended for the Qburst drive. As per the mail, I am attaching herewith the CV of our offered student-Mr. Shyam Prasad

Hope you will do the needful.

Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>
[Quoted text hidden]



SSET-CV_ShyamPrasadP.pdf
99K

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Wed, Feb 27, 2019 at 10:01 AM

FYI.

[Quoted text hidden]



SSET-CV_ShyamPrasadP.pdf
99K



March 04, 2019

Shyam Prasad P
Kudajadhri, Kalparambu
Payyakkal House, P.O Aripalam
Thrissur - 680688

Dear **Shyam Prasad P**,

Congratulations!

We are pleased to offer you the position of **Engineer** in our organization.

The main terms and conditions of your employment are given below:

- **Internship and Confirmation:** The first three months of your employment at QBurst will be a period of internship, followed by another three months of probation. On successful completion of the probation period, your services will be confirmed. However, if we are not happy with your skills and performance, we may deny confirmation or extend your probation period.
- **Compensation:** During the internship period, you will receive a monthly stipend of INR 16,000 (Sixteen Thousand Rupees Only). On completion of your training, your monthly salary will be **INR 30,000 (Thirty Thousand Rupees Only)**. Please refer Annexure 1 for salary break-up.
- **Performance Appraisal:** We have a performance appraisal system that runs every six months from the date of your joining. Based on your performance, your salary will be revised, under normal circumstances.
- **Work Hours:** We normally work from Monday to Friday, from 8:30 AM to 5:30 PM with a one hour break for tea and lunch. However, you might be asked to work in different time shifts if your project demands it.
- **Vacation:** You are eligible for 20 paid leaves a year, available on a pro rata basis. The company has a Holiday Calendar that runs from January 1st to December 31st, every year.
- **Notice Period:** You will have to serve a two-month notice period in QBurst, from the date of acceptance of your resignation.
- **Other Employee Benefits:**
 - **Provident Fund:** You are eligible to participate in the Voluntary Provident Fund scheme, set up in accordance with our company policy.
 - **Gratuity Scheme:** You are eligible for gratuity in accordance with the Payment of Gratuity Act, 1972.
 - **Medical Insurance:** QBurst offers a medical insurance coverage of upto INR 1,00,000 per annum for inpatient treatment as per policy terms and conditions. This scheme is applicable for self, spouse and two children. QBurst also provides insurance schemes for parents as per company laws.
 - **Life Insurance:** QBurst offers a life insurance coverage of INR 10,00,000 for all employees.



If you choose to accept this offer, please send us soft copies of the following documents within two weeks from the date of receiving the offer letter:

1. Documents that certify educational qualifications
2. Passport, PAN and Aadhar Card
3. Digital copy of your passport size photograph

You will need to produce all original documents for verification on the date of joining.

Joining Details:

Your initial place of work and joining date will be intimated to you later through mail. A detailed appointment letter will be issued to you upon joining.

If we do not hear from you within 2 weeks from the offer date, we will assume that you are not interested and will withdraw our offer.

If there is anything you are unclear about, disagree with or wish to discuss, please feel free to contact us in the same mail id.

Sincerely,
For QBurst Technologies Pvt. Ltd.,

Ansar Shihabudeen

Director

 QBurst

Annexure 1

(All figures in INR)

QBurst		
Name	Shyam Prasad P	
Designation	Engineer	
Cost to Company - Per Month	30,000	
Salary Breakup		
Components	Per Month	Per Annum
- Basic Allowance	12,000	1,44,000
- Dearness Allowance	3,600	43,200
- House Rent Allowance	4,800	57,600
- Bonus / Ex gratia	700	8,400
- Conveyance Allowance	1,600	19,200
- City Compensatory Allowance	1,250	15,000
- Special Allowance	2,400	28,800
- Performance Allowance (Fixed)	3,650	43,800
Total Compensation (A)	30,000	3,60,000
Deductions (B)		
TDS as per Income Tax Act 1961*	-	-
Employee Contribution	1,872	22,464
Employer Contribution	1,800	21,600
KLWF	20	240
Net Pay (not considering TDS) (A-B)	26,308	3,15,696
Other Benefits (C)		
Medical & Life Insurance Premium		5,000
Gratuity**		9,000
Cost To Company (A+C)		3,74,000
*Please note that the net pay as mentioned above shall be subject to applicable Income Tax as per the existing laws.		
**Gratuity is payable to eligible employees on completion of 5 years of continued services as per Gratuity Act, 1972.		



sset last name <sset@scmsgroup.org>

Sutherland drive on 28th Feb 2019 at SSET- Shortlisted candidates

1 message

SSET <sset@scmsgroup.org>

Wed, Feb 27, 2019 at 2:12 PM

To: ajaisooryan@yahoo.com, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, Deepak Deeraj <deepak.deeraj97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, ranjini888nair@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, akhilnambiar97@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com, a.unnikrishnan@yahoo.in, elsa antony <elsaammu16@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasaliackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <sahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, shekhasajanek@gmail.com, Shivani G <shivanigiri.96@gmail.com>, "sidharth raj k.k." <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, ARJUN HARI <arjunharikkam@gmail.com>, badish ca <badishblaze@gmail.com>, elsa antony <elsaantony100@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, krishnaja k <krishnajak67@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREEESH <mohitgireesh46@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shradhaajith@gmail.com, sreelakshmiimanattu@gmail.com, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, Tom Saji <tomsajiv@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Denil Paulson <denilp007@gmail.com>, gauthammkrishna1997@gmail.com, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, Jithin Joseph <jithin7797@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Raghav Sunil <raghavsunil.sachu@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, sreejith.r@live.com, Varun Jain <vjkhersingh@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, Abhijith pradeep <abhijithpradeep12@gmail.com>, abhimanue KR <abhimanue567@gmail.com>, Abhishek Mohan <abhishekmohan280@gmail.com>, ahab sanwaya <ahabsanwaya@gmail.com>, Sarhan Ahmd <ahmdsarhan@gmail.com>, Akash Cs <akashcs.siva@gmail.com>, Akhil Jith <akhiljith97@gmail.com>, aksahyaramesh@gmail.com, Althaf ahmed kb <althafahmed619@gmail.com>, Amal Benny FaKeD <abamalbenny@gmail.com>, AMAL HEMARAJ <amalhemaraj@gmail.com>, ANAGHA RAGHAVAN <anurkasthuri731@gmail.com>, Anala Benny <analabenny@gmail.com>, ANANTHU BOSE <ananthubose97@gmail.com>, Anjana Meria Saviour <anjanamsaviour@gmail.com>, Aparna Prakash <aparnaprakash.ammu@gmail.com>, ar554309@gmail.com, aryajprakash@gmail.com, Ashik Ali <ashikfd13@gmail.com>, ashikpoulo63@gmail.com, Ashitha Thampi <ashithat97@gmail.com>, myselfashwinkm@gmail.com, ASWATHY SHAJI <aswathyshaji2015@gmail.com>, Aswathy Ravindran <aswathyachuz19@gmail.com>, "Aswin k.m" <aswintharayil@gmail.com>, Athira K <aathuathirak@gmail.com>, Athul Yesudas <athul.yesudas@gmail.com>, aysha salam <ayshasalam29@gmail.com>, Dahlia Theresa <dahlilianilavareth@gmail.com>, Deepthi Kurian <deepthikurian15@gmail.com>, Delvin Johnson <delvinjohnsonpadayattil08@gmail.com>, Famitha Shamsudheen <famithashams@gmail.com>, gauthamgg18@gmail.com, GEETHU BENNYSON <geethubennyson@gmail.com>, gourinandini@gmail.com, Hebin kangappadan <hebin kangappadan@gmail.com>, hilna shanu <hlnashanu@gmail.com>, Jacob Abraham <jacobputhukkeril@gmail.com>, Jaseena Mol <jaseenamol97@gmail.com>, Jibin Varghese <jibinchittuparambil@gmail.com>, Jomy Jose <jomyjose096@gmail.com>, Manu Thomas <manuthomas1996@gmail.com>, mtvc1997@gmail.com, mehajapibrahim@gmail.com

Dear Students,

As per the revised criteria of Sutherland, please find the attached list of shortlisted candidates for the drive as schedule given below.

Organization : **Sutherland Global Services**

Job Title : Technical Support Consultants- Voice and Non voice

Customer Service consultants- Voice and Non voice

Reporting time : 10.00 a.m.

Date : **28th February 2019**

Venue : SCMS School of Engineering and Technology, Karukutty

Revised Eligibility Criteria: 2018 pass out – B.Tech All branches

Students having excellent spoken and written English communication skills and willingness to work in shifts are essential pre-requisite for the job. **Maximum 4 current backpapers only allowed.**

Pre requisites:**Technical Support Consultants- Voice and Non voice:**

Basic knowledge in Hardware, Operating Systems and Networking

Aptitude for troubleshooting desktops/palmtops/laptops etc.

Customer Service consultants:

Good customer service skills

Work Location : Chennai/ Hyderabad/Cochin/Mumbai**Salary** : 1.85 L – 2.40 L (Fresher's)**Accommodation** : 15 days of free accommodation will be provided by Sutherland**Travel:** One way 3 tier A/c train ticket will be provided for outstation candidates**Selection process includes:**

1. Company Presentation – 40 to 45 minutes
2. Non voice screening – Essay writing
3. Initial Screening – JD/One on One conversation in batches of 20 -25 students
3. Communication Assessment-for shortlisted candidates-10 to 15 minutes
4. HR Interview for shortlisted candidates

The eligible students should carry the following:

1. A copy of their updated resume
2. Two colour passport size photographs
3. **Self attested copies of all the mark lists including B.Tech Semester wise marksheets**
4. College ID Card

Attached list of Shortlisted students by Sutherland must be seated inSeminar Hall, Administrative Block, 2nd floor by **9.55 am.**

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

**Sutherland -SSET Shortlist 19.xlsx**

18K

S.No	Candidate Name	Candidate Mobile Number
1	AKSHAY ANIL	8547395926
2	ASNIYA C B	7025153609
3	DEEPAK K	9645728827
4	GREESHMA VENUGOPAL K	9544849934
5	JOSELIN PERSIS THOMAS	9645569242
6	MOHAMMED ASLAM M S	9961975592
7	PRAVEEN PRINCE	8943640470
8	RAHUL V	9539695969
9	RANJINI P NAIR	9544009840
10	SATHIKA PRAVEEN	9061306037
11	SELMAN ANVAR	8113984723
12	SUBITHA V S	8111875016
13	SUNITHA SAHU	9493388164
14	ALEENA AVARACHAN	8138032376
15	ANJANA SURESH	9048435338
16	ASWATHY MOHANAN	8078920983
17	ATHIRA S	8943325128
18	ATHIRA UNNIKRISHNAN	7034524315
19	ELSA ANTONY K	7994632436
20	GEETHY VARGHESE	9745925639
21	HARITHA T P	9746172270
22	HARSHA MANOJ	8139039616
23	KAVYA SANTHOSH C	8139840600
24	KRISHNAPRIYA T P	7902673596
25	LAKSHMI K B	7902307098
26	MANASI P MENON	8156838150
27	MANJU DAVIS	9539923069
28	MARIA THOMAS	9496051651
29	MARIYA TREESA VINCENT	8111843236
30	MEENAKSHI NAIR J	9447195364
31	MEHAJA P IBRAHIM	7559001004
32	MERITTA SHIBU	9539555707
33	MIDHUN RAJ	8593036248
34	NIMA VARGHESE	9400622686
35	SACHIN SURESH	7510220691
36	SACHIN.S	8547060670
37	SHEKHA E K	9895243548
38	SHIVANI G	9496575687
39	SIDHARTH RAJ K K	9400161649
40	SONU JACOB	8606447553
41	SWEEDIN P P	9447893602

42	VIDHYA PRAKASH T	8129507365
43	ARJUN HARI	9497225328
44	ELSA ANTONY	9072235737
45	GNANA SURIYA S	8129800879
46	KRISHNAJA K	9961518105
47	MEENU YOHANNAN	9447578406
48	MOHIT GIREESH	9495380871
49	SAMGEO SANTHOSH	8289829498
50	SHRADHA AJITH	9567389281
51	SREELAKSHMI M G	9746086205
52	SREYADAS P	8593964264
53	TOM SAJI	9446881301
54	AJITH ANTOO	9061486368
55	ATHUL KRISHNA	9744533805
56	DENIL PAULSON	8943566521
57	GAUTHAM M KRISHNA	9496069637
58	JAYAKRISHNAN P	8111872168
59	JITHIN JOSEPH	7356359356
60	LIJO MON GEORGE	9539486462
61	N. ARUN NARAYANAN	9633600550
62	SHANJITH APREM SHAJI	8606070676
63	SREEJITH R PILLAI	8129266365
64	AATHIRA J FRANKUR	9895125000
65	ABHIJITH P	7994564757
66	ABHISHEK MOHAN	9961975430
67	AHAMMED SARHAN M	9846125401
68	AKASH C S	8281032941
69	AKHILJITH N J	7560963966
70	AKSHAYA RAMESH	8129472341
71	ALTHAF K B	9446079560
72	AMAL BENNY	9495988408
73	ANAGHA K	8281756917
74	ANALA BENNY	9567625689
75	ANANTHU BOSE	9645562831
76	ANJANA MARIA SAVIOUR	7510392002
77	APARNA C P	8606068738
78	ARYA N	9497299716
79	ASHIK K A	7293421682
80	ASHIK POULOSE	9847157539
81	ASHITHA T	8301878734
82	ASHWIN K M	9496727880
83	ASWATHY E S	9349578824

84	ASWATHY R R	7034955470
85	ASWIN K.M	9400183413
86	ATHIRA K	9995196935
87	AYSHA V A	9961088866
88	DAHLIA THERESA N J	7034765904
89	DEEPTHI KURIAN	8547114511
90	DELVIN JOHNSON	9605468607
91	FAMITHA SHAMSUDHEEN	9400264345
92	GAUTHAM GOPI K	7034154285
93	GEETHU BENNYSON	7736664595
94	GOURINANDINI S	9446300000
95	HEBIN KANGAPPADAN	8921266311
96	HILNA SHANU M M	9061465931
97	JACOB PUTHUKKERIL ABRAHAM	8156907221
98	JASEENA T M	8589933845
99	JIBIN VARGHESE	9645140880
100	MANU THOMAS	7034370899

Email	Department
akshayanil007@gmail.com	B.Tech CSE
asniyabas15@gmail.com	B.Tech CSE
deepak.deeraj97@gmail.com	B.Tech CSE
greeshmavenugopal97@gmail.com	B.Tech CSE
jomol96anp@gmail.com	B.Tech CSE
azlamaslu099@gmail.com	B.Tech CSE
praveenprince7165@gmail.com	B.Tech CSE
rahulviswanath98@gmail.com	B.Tech CSE
ranjini888nair@gmail.com	B.Tech CSE
sathikapraveen@gmail.com	B.Tech CSE
selmananver@yahoo.in	B.Tech CSE
subithavs0@gmail.com	B.Tech CSE
sunithasahu8@gmail.com	B.Tech CSE
aleenaavarachan1@gmail.com	B.Tech ECE
anjanasuresht29@gmail.com	B.Tech ECE
aswathymohanavg@gmail.com	B.Tech ECE
binduaranair@gmail.com	B.Tech ECE
a.unnikrishnan@yahoo.in	B.Tech ECE
elsaammu16@gmail.com	B.Tech ECE
geethyvarghese123@gmail.com	B.Tech ECE
haritha.tp22@gmail.com	B.Tech ECE
harshamanoj500@gmail.com	B.Tech ECE
kavyackadavath@gmail.com	B.Tech ECE
krishnapriyaprasad20@gmail.com	B.Tech ECE
lakshmikb1997@gmail.com	B.Tech ECE
scamper4ss@gmail.com	B.Tech ECE
manjudavis10@gmail.com	B.Tech ECE
mariathomasmaliackal@gmail.com	B.Tech ECE
mtvc1997@gmail.com	B.Tech ECE
meenajnair@gmail.com	B.Tech ECE
mehajapibrahim@gmail.com	B.Tech ECE
merittashibuparekkadan@gmail.com	B.Tech ECE
midhunrajmailbox@gmail.com	B.Tech ECE
nimavarghese96@gmail.com	B.Tech ECE
sachinsuresh231997@gmail.com	B.Tech ECE
sachinsureshscms@gmail.com	B.Tech ECE
shekhasajanek@gmail.com	B.Tech ECE
shivanigiri.96@gmail.com	B.Tech ECE
kksidharthraj@gmail.com	B.Tech ECE
sonujacob2015@gmail.com	B.Tech ECE
sweedinpp@gmail.com	B.Tech ECE

vidhyaprakash220@gmail.com	B.Tech ECE
arjunharikkm@gmail.com	B.Tech EEE
elsaantony100@gmail.com	B.Tech EEE
letters2suriya@gmail.com	B.Tech EEE
krishnajak67@gmail.com	B.Tech EEE
meenuyohannan1997@gmail.com	B.Tech EEE
mohitgireesh46@gmail.com	B.Tech EEE
samgeosanthosh10@gmail.com	B.Tech EEE
shradhaajith@gmail.com	B.Tech EEE
sreelakshmimanattu@gmail.com	B.Tech EEE
sreyadasp@gmail.com	B.Tech EEE
tomsajiv@outlook.com, tomsajiv@gmail.com	B.Tech EEE
ajithantoo15@gmail.com	B.Tech ME
athul.krishna85@gmail.com	B.Tech ME
denilp007@gmail.com	B.Tech ME
gauthammkrishna1997@gmail.com	B.Tech ME
jayakrishnanp97@gmail.com	B.Tech ME
jithin7797@gmail.com	B.Tech ME
lijomongearge97@gmail.com	B.Tech ME
arunajay90@gmail.com	B.Tech ME
shanjith.007@gmail.com	B.Tech ME
sreejith.r@live.com	B.Tech ME
aathirafrankur@gmail.com	B.Tech CE
abhijithpradeep12@gmail.com	B.Tech CE
abhishekmohan280@gmail.com	B.Tech CE
ahmdsarhan@gmail.com	B.Tech CE
akashcs.siva@gmail.com	B.Tech CE
akhiljith97@gmail.com	B.Tech CE
aksahyaramesh@gmail.com	B.Tech CE
althafahmed619@gmail.com	B.Tech CE
abamalbenny@gmail.com	B.Tech CE
anurkasthuri731@gmail.com	B.Tech CE
analabenny@gmail.com	B.Tech CE
ananthubose97@gmail.com	B.Tech CE
anjanamsaviour@gmail.com	B.Tech CE
aparnaprakash.ammu@gmail.com	B.Tech CE
aryajprakash@gmail.com	B.Tech CE
ashikfd13@gmail.com	B.Tech CE
ashikpoulo63@gmail.com	B.Tech CE
ashithat97@gmail.com	B.Tech CE
myselfashwinkm@gmail.com	B.Tech CE
aswathyshaji2015@gmail.com	B.Tech CE

aswathyachuz19@gmail.com	B.Tech CE
aswintharayil@gmail.com	B.Tech CE
aathuathirak@gmail.com	B.Tech CE
ayshasalam29@gmail.com	B.Tech CE
dahlianilavareth@gmail.com	B.Tech CE
deepthikurian15@gmail.com	B.Tech CE
delvinjohnsonpadayattil08@gmail.com	B.Tech CE
famithashams@gmail.com	B.Tech CE
gauthamgg18@gmail.com	B.Tech CE
geethubennyson@gmail.com	B.Tech CE
gourinandini@gmail.com	B.Tech CE
hebinkangappadan@gmail.com	B.Tech CE
hilnashanu@gmail.com	B.Tech CE
jacobputhukkeril@gmail.com	B.Tech CE
jaseenamol97@gmail.com	B.Tech CE
jibinchittuparambil@gmail.com	B.Tech CE
manuthomas1996@gmail.com	B.Tech CE



sset last name <sset@scmsgroup.org>

Sutherland Campus Recruitment- 2019

1 message

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>
To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Fri, May 3, 2019 at 4:19 PM

Hi,

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for this FY as well. Please share my contact details with the offered students; **M:** +91 7994649677 **E:** silviya.thankachan@sutherlandglobal.com

Please let me know the joining availability of these candidates to complete further formalities.

Thanks in advance.



Silviya Thankachan
Talent Acquisition Cochin
SUTHERLAND

M: +91 7994649677 **E:** silviya.thankachan@sutherlandglobal.com

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : *SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY*

Date : *28-Feb-2019*

Dear *AATHIRAJ FRANKUR*

Congratulations!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ABHISHEK MOHAN - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

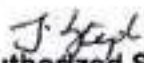
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

Date : 28 Feb 2019

Dear ANALA BENNY

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear FAMITHA SHAMSUDHEEN - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear GEEETHU BENNYSON,

Congratulations!!

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Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING AND
TECHNOLOGY.

Date : 28-Feb-2019

Dear GOURINANDINI S

Congratulations!!!

Welcome to the Sutherland Family.....

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Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear JASEENA TM - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MANU THOMAS - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

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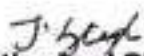
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Sutherland


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Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ASNIYA C B - CSE (NON VOICE)

Congratulations!!!

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Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear PRAVEEN PRINCE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear RANJINI P NAIR - CSE (NON VOICE)

Congratulations!!!

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With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SUBITHA V S - CSE (NON VOICE)

Congratulations!!!

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Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SUNITHA SAHU - CSE (NON VOICE)

Congratulations!!!

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Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ASWATHY MOHANAN - ECE (NON VOICE)

Congratulations!!!

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Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear ATHIRA S.

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ATHIRA UNNIKRISHNAN - ECE (NON VOICE)

Congratulations!!!

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With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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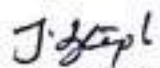
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Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear HARITHA T P - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of Interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : *SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY*

Date : *28-Feb-2019*

Dear *MARIYA TREESA VINCENT*

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MEENAKSHI NAIR J - ECE (NON VOICE)

Congratulations!!!

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SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MEHAJA P IBRAHIM - ECE (NON VOICE)

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Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SACHIN.S - ECE (NON VOICE)

Congratulations!!!

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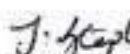
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Candidate Acceptance

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No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



FIXED TERM CONTRACT OF EMPLOYMENT

October 7, 2019

Sachin Suresh
NANDANAM,CK ROAD, MANJUMEL
ERNAKULAM, 683501

Dear **Sachin Suresh**,

Congratulations! We welcome you to the family of Sutherland!

With reference to our discussions, we are pleased to appoint you as **Associate-CS Internet (Trainee)**. Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before **October 7, 2019** on the following terms and conditions:

Your place of posting will be at Cochin. However, during your employment with us you may be posted or transferred / attached to any other units / companies / offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **INR 178700/- per annum (One Lakh seventy Eight Seven Hundred only)**, the details of which are given in the annexure of the appointment letter. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

You shall report to the **Business Director** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time. You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

Your contract would start from your date of joining to Sutherland and would end on 31-Dec-2019. There will not be any further extension thereafter. Either party can terminate this contract of employment in 15 days' notice or pay salary in lieu of the same to the other party.

Your Services can be terminated without any notice and inquiry by Company, under the following conditions:

- In case your performance is found to be unsatisfactory (or) you are found violating any disciplinary norms of the organization (or) client.

- In the event of rejection by the client for dishonesty, disobedience, absence from duty without permission or any other act considered detrimental to the interest of the organization, client, (or) violation of one (or) more terms of this appointment.
- Any activity leading to formation of groups, which the organization may feel that such groups may hamper the work, peace and general client relationship.
- Any activity resulting in loss of work at office premises (or) purposive delay of work at an individual capacity (or) in conjunction with other colleagues will be treated as an in disciplinary act and may result in termination of your service without notice or inquiry, with immediate effect.
- Your appointment is being made on the basis of your particulars such as qualifications etc., as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu thereof

Notwithstanding the above, in the event of the project/work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned project/work. Your contractual appointment will automatically come to an end on the expiry of the specified period and no notice pay or retrenchment compensation will be payable to you by the Company. Since your appointment is being made for a specific period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. ...

However, should your termination be due to un authorized absence from duty, non-performance, misconduct, fraud, negligence, theft, wilful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case, the company will not provide 15 days notice.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address, failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. The Company may disclose some or all of your Personal Information to competent authority(ies) in accordance with their directions or to other parties, including our clients, on need-to-know basis, in pursuance of any enquiry or investigation. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department.

You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 58 years.

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full

Relieving Letter & Service Certificate (If employed previously)

Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form –16 along with earnings certificate for IT purpose

Please sign and return the duplicate copy of this letter within 3 days of receiving the same as a confirmation of acceptance of the same, failing which this offer shall stand cancelled, unless a written extension is given.

Sutherland Global Services Private Ltd.
Annexure

Compensation Structure

Name of the Employee: Sachin Suresh

Designation: Associate–CS Internet

Date of Joining: October 7, 2019

Component	Amount PA	Amount PM	Calculation Logic
CTC	178700	14892	Cost to Company
Basic	56053	4671	35% of Gross Pay
HRA	28027	2336	50% of Basic
Bonus	27127	2261	Statutory Bonus as per Act
Special Allowance/Choice	51638	4303	
Gross	162845	13570	
PF – Employer	15855	1321	IF (Gross–HRA)>180000, 21600, (Gross–HRA)*12%
ESI (Employee)	1221	102	0.75% on Gross–Bonus
Total Net Take Home (PA)	145769	12147	Net = Gross – PF – ESI

InsuranceSum insured under Accident Insurance is Rs.5,00,000/–,
Premium Mediclaim is Rs.2,00,000/– for self only.

ESI If your Gross Pay (GrossBonus) is less than Rs.21000/–
per month, an amount equivalent to 0.75% of your gross
salary will be deducted towards ESI every month – For
details you may contact your Program HR Executive

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

Sincerely,
For Sutherland

Shiv Kumar Ganapathi
Associate Vice President and Head of Talent Acquisition, India

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures. I hereby also confirm having received my original copy of this Offer Letter.

Offer electronically accepted by: Sachin Suresh

Offer electronically accepted on: Oct 7, 2019, 9:23 PM GMT+05:30

Signed Offer Letter



PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SACHIN SURESH - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Park, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4288 7864
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SHIVANI G - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



sset last name <sset@scmsgroup.org>

Invitation for Shriram Transport Finance Co. Ltd recruitment at MBITS on 7th and 8th February 2019

17 messages

Jenty Joy <jentyjoy@mbits.edu.in>
 To: Training & Placement Cell <placement@mbits.edu.in>
 Bcc: sset@scmsgroup.org

Thu, Jan 17, 2019 at 12:12 PM

Dear Sir/ Madam

We are glad to inform you that Shriram Transport Finance Co. Ltd (<http://stfc.in>) is visiting our campus on **07th & 08th February 2019.**

Please find enclosed herewith the Organization profile and job description for your reference. The recruitment process would be for **Male candidates only** from any specialization in BE/B.Tech/MBA/PGDM fulltime courses. We also advise you to identify the candidates based on their interest towards the job profile; the same would be emphasized at the time of Pre placement talk for better understanding of the participants.

Kindly send the list on or before 25th January 2019 in the given format below:

Format for sending the list (For B-tech)

College Name:								
Sl no	Name	Branch	Mobile No;	Email id	10 th %	12 th %	Btech %	No ; of Backlogs

Format for sending the list (For MBA)

College Name:									
Sl no	Name	Branch	Mobile No;	Email id	10 th %	12 th %	Degree %	MBA %	No ; of Backlogs

--

Regards

Mr Jenty Joy

Head Corporate Relations & Placements

MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]

Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India- 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)

CTIPS (Kerala) Consortium of Technical Institutes for Placement Services

Mob +91 94466 10781,+91 9188825380

Location of MBITS <https://goo.gl/maps/APjCuqBygtu>

STFC MT JD-2019.pdf
263K

SSET <sset@scmsgroup.org>
 To: Varun Menon G <varunmenon@scmsgroup.org>

Thu, Jan 17, 2019 at 1:24 PM

[Quoted text hidden]

 **STFC MT JD-2019.pdf**
263K
SSET <sset@scmsgroup.org>

Thu, Jan 17, 2019 at 4:20 PM

Bcc: Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, adarsh sasi tk Ashi <adarshsasi@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, althafashruf997@gmail.com, amalnambiar97@gmail.com, Anand Anil <anandanil1997@gmail.com>, Anand U <uanand97@gmail.com>, apu joseph <apujoseph55@gmail.com>, Aravind Uday <aravind.uday97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkturishna01234@gmail.com>, Arjun krishna <arjungkrishna288@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, aswinpushkar@gmail.com, aswin chand <ppaswinlatha@gmail.com>, athuljyothis18@gmail.com, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, vpoyil@yahoo.co.in, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, bonny thomas <bonnythomask@gmail.com>, Dany VA <danyvadassery@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, eby paulachan <ebypaulachan6413@gmail.com>, emmanuel joy <emmanuelJoy11@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, gauthammkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Gokul Anil <gokulanil48@gmail.com>, Hareesh ps <hareeshps418@gmail.com>, "Hari govind .a" <harimadhavam10@gmail.com>, iguzz creations <ignaciouscherian123@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, JEFFREY SHAJI <jeffreyschaji1997@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, jithild@gmail.com, Jithin Joseph <jithin7797@gmail.com>, joel antony <joelantonyalbert@gmail.com>, joseph sabu <josephsabub360@gmail.com>, joswin m o <joswinmo44@gmail.com>, jussaim007@gmail.com, Arunjith Kr <aruvi67@gmail.com>, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Lijo Mon George <lijomongegorge97@gmail.com>, Luke Dennis <lukedennis007@gmail.com>, Mohamadz Sahal <mohammedsahal356@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Nandagopal MNair <nandagopalmnair7@gmail.com>, nandhusanthosh22@gmail.com, Neil Jacob Abraham <neiljacobraham@gmail.com>, Nigal Paul <nigalpaul61@gmail.com>, NIKHIL GEORGE <nikhilpopzgeorge@gmail.com>, nikhil George <nikhilmgeorge@gmail.com>, NITHIN KV <nithinkarakurussi@gmail.com>, Nithin Raveendran <nithinraveendrann@gmail.com>, aravindba50@gmail.com, Raghav Sunil <raghavsunil.sachu@gmail.com>, Rahul K Pankajakshan <rahulkpankajakshan@gmail.com>, Rojin Jose <rojinjose282@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, Sanjay Mathew <sanjaymathew83@gmail.com>, Sebastian Jacob <sebjak459@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, Shawn Thomas George <shawnthomas97@gmail.com>, shifashameed16@gmail.com, sreejith.r@live.com, Thoppil Sreejith <tsreejith999@gmail.com>, ts sreejith <sreejithoknow@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Rahul Vinod <rahulvi1987@gmail.com>, Hari Krishnan <harikrishnan910@gmail.com>, j.vaisu97@gmail.com, Varun Jain <vjkhersingh@gmail.com>, Vivek K Sunil <vivekksunil100@gmail.com>, vysakksreenivas@gmail.com, abhay krishnan <abi007krishnan@gmail.com>, "ABHIJITH .V" <abhijithv575@gmail.com>, archeroono Gaming <girarcus@gmail.com>, allrounder sport <abhinandtheallrounder@gmail.com>, Abind Krishna <abindkrishna47@gmail.com>, Ajith Sankar <ajithsankar90@gmail.com>, ALAN ANTO <alananto1997@gmail.com>, albinmp4@gmail.com, allenmathews@rediff.com, Ambady Anil <ambadyanil007@gmail.com>, ANAND KC <anand.appu321@gmail.com>, Athul Ashok <athulashok300696@gmail.com>, Ayoob Ameen <ayoobameenpukodaly@gmail.com>, AZHAR IBRAHIM <azharrockz786@gmail.com>, "Ben k.s" <benchsea@gmail.com>, Bijil Babu <bijilbabu470@gmail.com>, Chandra Prakash <chandraprakashplr@gmail.com>, charukesh pm <pmcharukesh@gmail.com>, "devakrishna c.premji" <devakrishnac@gmail.com>, Godfrin Dual <godfrindualj@gmail.com>, Hashim Hamza <hashimblackkp96@gmail.com>, Jayakrishnan B <jayakrishna50@gmail.com>, jayakrishnan.jkb@gmail.com, joyjithin244@gmail.com, Karthik Ramanathan <karthikramanath96@gmail.com>, Krishna Vini <krishvini1309@gmail.com>, Leo Swithin <leoswithin710@gmail.com>, Rohith M <rohithm26@gmail.com>, MOHAMMED AZIL <azilerattakulam@gmail.com>, Mohammed Shahinsha <shahinsha96@gmail.com>, Sachin George <sachingeorge97@gmail.com>, ROSHAN JOHN MATHEW <rjm77255277cw@gmail.com>, sachin ks <777sachinks@gmail.com>, Jhonson James <shervinjohnson1997@gmail.com>, Stevin Shaji <stevinshaji5777@gmail.com>, thabsheer mon <thabsheermon@gmail.com>, Tuhin Thomas <tuhinthomas24@gmail.com>, Visakh R <v7onthemove@gmail.com>, vishnu vs <vishnuvssetauto@gmail.com>, YADU AKKU <yaduakku572@gmail.com>, Yogendra Pai <yogijpai97@gmail.com>

Dear Students,

Kindly register your names for the **Shriram Transport recruitment drive** with sset@scmsgroup.org on or before **23 January 2019, 10am**.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering



sset last name <sset@scmsgroup.org>

Shriram Result SCMS

Jenty Joy <jentyjoy@mbits.edu.in>
To: SSET <sset@scmsgroup.org>

Tue, Mar 12, 2019

Shriram Result SCMS

1	MTS3289	MIDHUN RAJ	8593036248	MIDHUNRAJMAILBOX@GMAIL.COM	RAJAN NAIR	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
2	MTS3242	GAUTHAM M KRISHNA	9496069637	GAUTHAMMKRISHNA1997@GMAIL.COM	MURALI KRISHNAN K	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
3	MTS3222	INDRAJIT GUHA	9061039402	INDRAJITGUHA.A@GMAIL.COM	PRADEEP KUMAR GUHA	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
4	MTS3249	GOKUL V MENON	7994118510	GOKULVMENON1997@GMAIL.COM	VINOD MENON	BE	SCMS SCHOOL OF ENGINEERING TECHNOLOGY
5	MTS3290	SACHIN S	8547060670	SACHINSURESHSCMS@GMAIL.COM	SURESH KUMAR N	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
6	MTS3217	JITHIN JOSEPH	7356359356	JITHIN7797@GMAIL.COM	JOSEPH AM	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

--Dear sir
please find the final result of SHRIRAM All selected candidates will receive a formal selection mail to their given email id.
Regards

Mr Jenty Joy
Head Corporate Relations & Placements
MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]
Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India - 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)
CTIPS (Kerala) Consortium of Technical Institutes for Placement Services
Mob +91 94466 10781, +91 9188825380
Location of MBITS <https://goo.gl/maps/APjCuqBygtu>

March 22,2019



Ref No:CAN049700

Mr.GOKUL.V.MENON

Flat Number 6H,Sanathi Lotus,Kadathkadavu Road Aluva,
Kochi,
Kerala-683101.

Mob No.: 7994118510

Dear **Mr.GOKUL.V.MENON** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of **Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)**
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
 - a. Educational qualifying degree/provisional certificate and Mark sheets
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.

Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shiv Chambers 1St Floor B Wing Sector 11 C B D Belapur, Navi Mumbai – 400614. Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4 Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax :+91 44 2499 3272.
Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22, 2019



Ref No: CAN049702

Mr. MIDHUN RAJ

Greeshmam, Cherumangadu, Puthoor Po Kollam,
Puthoor,
Kerala - 691507,
Mob No.: 8593036248

Dear **Mr. MIDHUN RAJ**,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of **Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)**
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
 - a. Educational qualifying degree/provisional certificate and Mark sheets
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

(ACCEPTED) *Midhun. Raj*

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

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Shriram Transport Finance Company Limited

HR & Info Office: 101-105 Shiv Chambers 15th Floor B Wing Sector 11 C B D Belapur, Navi Mumbai - 400614. Tel: +91 22 4096 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4, Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax: +91 44 2499 3272.
Website : www.stfc.in | Corporate Identity Number(CIN): L65191TN1879PLC007874.

March 22,2019



Ref No:CAN049703

Mr.SACHIN S

Nelliyullathil (Ho) Bhoomivathukkal (Po) Valayam (Via) Kozhikode (Dist),
Kozhikode,
Kerala-673517.

Mob No.: 8547060670

Dear **Mr.SACHIN S**,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of **Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)**
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
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 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.

Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shiv Chambers 1St Floor B Wing Sector 11 C B D Belapur, Navi Mumbai – 400614. Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4 Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax :+91 44 2499 3272.
Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22,2019



Ref No:CAN049695

Mr.INDRAJIT GUHA

16/380 Jyotsna Nivas ,Ambalakadavu Road,Cheranelloor, Kochi,
Kochi,
Kerala-682034.

Mob No.: 9061039402

Dear **Mr.INDRAJIT GUHA** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of **Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)**
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
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 - a. Educational qualifying degree/provisional certificate and Mark sheets
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.

Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shiv Chambers 1St Floor B Wing Sector 11 C B D Belapur, Navi Mumbai – 400614. Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4 Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax :+91 44 2499 3272.
Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22,2019



Ref No:CAN049699

Mr.GAUTHAM M KRISHNA

Jyothi 55/856,Puthiya Road, Kadavantra Ernakulam,
Ernakulam,
Kerala-682020.

Mob No.: 9496069637

Dear **Mr.GAUTHAM M KRISHNA** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of **Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)**
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
 - a. Educational qualifying degree/provisional certificate and Mark sheets
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.

Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shiv Chambers 1St Floor B Wing Sector 11 C B D Belapur, Navi Mumbai – 400614. Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4 Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax :+91 44 2499 3272.
Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22, 2019



Ref No:CAN049694

Mr.JITHIN JOSEPH

Antheenatt (Ho) Koodaranji (Po) Thiruvambady (Via) Kozhikode,
Kozhikode,
Kerala-673604.

Mob No.: 7356359356

Dear Mr.JITHIN JOSEPH,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle Financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of **Rs.2,44,920/- p.a.**(which is inclusive of Stipend & other allowances).
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
 - a. Educational qualifying degree/provisional certificate and Mark sheets.
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department


(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.

Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shiv Chambers 151 Floor B Wing Sector 11 C B D Belapur, Navi Mumbai - 400614. Tel: +91 22 4025 3575 / (27580171) | Fax: +91 22 2758 0175.
Registered Office: Mookambika Complex, 3rd Floor, No. 4 Lady Dadasaheb Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax: +91 44 2499 3272.
Website: www.stfc.in | Corporate Identity Number(CIN)-L85151TN1979PLC007874



sset last name <sset@scmsgroup.org>

Rapidvalue SCMS - Final Selected

1 message

SSET <sset@scmsgroup.org>

Thu, Mar 14, 2019 at 1:42 PM

Bcc: Akshay Anil <akshayanil007@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Ash B <asniyabas15@gmail.com>, Deepak Deeraj <deepak.deeraj97@gmail.com>, derin.jose01@gmail.com, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, ranjini888nair@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, aleena avarachan <aleenaavarachan1@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, a.unnikrishnan@yahoo.in, elsa antony <elsaammu16@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, haritha.tp22@gmail.com, harshamanoj500@gmail.com, Jonath Tharian <jonathiyype@yahoo.com>, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasmlackal@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, sachinsureshscms@gmail.com, shekhasajanek@gmail.com, shilpapprasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, vidhya prakash t <vidhyaprakash220@gmail.com>, Tinu Jose <tinujos7295@gmail.com>, AISWARYA MENON <aishu191995@gmail.com>, Nazreen Sakheer <ajunazreen95@gmail.com>, Anagha S <anaghaajith1995@gmail.com>, Arya Aanand <aryanand54@gmail.com>, eshithakv46@gmail.com, jameena va <jameenas9@gmail.com>, megha varghese <meghavarghese12@gmail.com>, sonali john <sonalijohn9@gmail.com>, SWATHI PG <swathi7181@gmail.com>, Swathy Titus <swathytitus1@gmail.com>, Aleena jose <aleenajose38.aj@gmail.com>, bincy96babu@gmail.com, Franiya Francis <franiyafancis@gmail.com>, nithyaprasad91@gmail.com, niyamolhabeeb6@gmail.com, Nesliya T B <nesliyabasheer@gmail.com>, Searly Catherine <searlycatherine24@gmail.com>

Dear Joyal,

Congrats for the Rapivalue Offer.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

Hi Varun,

We are happy to inform that we have 1 confirmed offer for SCMS.

Details of the selected candidate is listed below, kindly block him from other interviews.

Sl. No	Branch	Name	Opportunity
1	B.tech CS	Joyal Seejo Koonan	Testing

Thanks and regards,
Antu Antony | HR Executive

[RapidValue](#) | [Blog](#) | [Video](#) | [Linkedin](#)

Phase -2,3rd Floor,Carnival Infopark,kakkanad, Kochi-682030





sset last name <sset@scmsgroup.org>

Placement for our 2019 batch students

35 messages

SSET <sset@scmsgroup.org>
To: hr@sayonetech.com
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Thu, Jan 10, 2019 at 11:34 AM

Dear Madam,

Greetings from SCMS School of Engineering and Technology!

This is with regards to today's call for the placement drive for our 2019 batch students.

Kindly mail us the job profile and eligibility criteria, so that we can communicate the same with our students and provide you the list of candidates by 18th or 19th January 2019.

Our students are presently having their university semester examinations till end of January 2019.

Thanks and regards

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684

HR SayOne <hr@sayonetech.com>
To: SSET <sset@scmsgroup.org>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Fri, Jan 11, 2019 at 1:00 PM

Hi Varun,

We're looking for fresh people who are keen learners and self-motivated. SayOne cares people that's why we believe in mantra Fuelling Happiness and expect every individual fuels happiness through learning and moving forward. Freshers with a good attitude are must and should have attention to details. Initial training will be provided for the selected candidates. Candidate should be open to learn and grow professionally and personally. Those who are passionate in Software Development and wish to grow their career in IT may look forward to SayOne.

About SayOne

SayOne is a fast growing Information Technology and Digital services company headquartered in India. We help our clients to become future ready by harnessing the power of new and emerging technologies. SayOne has delivered over 300+ projects to 75+ Start-ups and SMEs from North America, EU, Australia, and the Middle East. We have over 70 dedicated employees committed to solving our clients' greatest challenges through innovative technology and digital solutions.

Eligibility: BTech 2019

Students who have good knowledge of programming basics such as C, C++, Java, etc can participate in the placement drive. We are looking for passionate developers whose thoughts when put into action would create wonders and fuels happiness to our clients. "You have craving for innovation then here is the stage for you".

Please note: Backlogs are not entertained.

It would be great if you can let me know about the placement drive date at the earliest so that we can plan accordingly. We would like to know the minimum number of participants for the drive.

[Quoted text hidden]

--

Best Regards,

HR Manager | 
www.sayonetech.com

Tel: 0484 4037171

SSET <sset@scmsgroup.org>
To: HR SayOne <hr@sayonetech.com>

Wed, Jan 16, 2019 at 10:36 AM

Dear Madam,

Kindly let us know the Designation and the CTC offered for freshers so that our students can be clarified regarding the same. It would be better if you can include our MCA students too for the drive as they are good in software development and then can finalize the date of the drive.

Thanks and regards

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684
[Quoted text hidden]

HR SayOne <hr@sayonetech.com>
To: SSET <sset@scmsgroup.org>

Mon, Jan 21, 2019 at 5:19 PM

Hi,

Please find the JD below:

SayOne is looking for fresher candidates (B.tech 2019 graduates) to join our team as Associate Software Engineers at the Infopark, Kochi office.

Eligibility: **BTech 2019**Please Note: **MCA candidates are not preferred**

Responsibilities:

- Conceptualize, develop, and manage high-performing applications
- Report timely status of the project/task to the corresponding project manager/team lead
- Conduct basic testing and validations to eliminate possibilities of bugs and issues in the system
- Work closely with the customers, project managers, team leads, and other key stakeholders for the successful completion of projects

Required experience and skills:

- B.tech degree in Computer Science or related streams (no backlogs)
- Good communication and team collaboration skills
- Good knowledge of programming languages and databases
- Good analytical and problem-solving skills
- Familiarization with web and mobile technologies, standards, and protocols
- Ability to work in a fast-paced environment and complete projects within deadlines
- Aptitude to learn quickly and proactively

For any further assistance, please do let me know.

[Quoted text hidden]

--

Best Regards,

TOJIE JOSE**HR Manager** | 

www.sayonetech.com

Tel: 0484 4037171

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Tue, Jan 22, 2019 at 10:09 AM

[Quoted text hidden]

HR SayOne <hr@sayonetech.com>
To: SSET <sset@scmsgroup.org>

Wed, Jan 23, 2019 at 6:33 AM

Hi Varun,

Is there any update for the mail above?

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: HR SayOne <hr@sayonetech.com>

Fri, Jan 25, 2019 at 1:21 PM

Dear Sir/Madam,

Please mention the **CTC** you will be providing freshers, so that our students can refer the same and apply for the drive. Our students are presently having their university semester examinations till end of January 2019.

Thanks and regards

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684
[Quoted text hidden]

HR SayOne <hr@sayonetech.com>
To: SSET <sset@scmsgroup.org>

Fri, Jan 25, 2019 at 2:33 PM

Hi Varun,

Their CTC will be 2.5LPA and their designation would be "Associate Software Engineer" during the tenure. May I know what would be the total student strength to attend the drive?

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: HR SayOne <hr@sayonetech.com>

Tue, Feb 5, 2019 at 10:10 AM

Dear Sir/Madam,

The split up of students for the **Sayone drive** will be:

B.Tech CS - 9

MCA - 27

The total no of candidates will be 36.

Kindly confirm a convenient date 25th or 26th February 2019 for conducting the drive.

Thanks and regards

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684
[Quoted text hidden]

OFFER LETTER

To,

Mr. Jyothis Thomas

SayOne Technologies Pvt Ltd,

Unit No. 503, 5th floor,

World Trade Center,

Infopark, Kochi, India.

14th March 2019

Dear Mr. Jyothis Thomas,

Kindly refer to your job application and the various rounds of interviews and discussion you had with us. We are happy to inform you that you have successfully completed the rounds of interviews and consequently we would like to offer you an employment with **SayOne Technologies Private Limited** as 'Associate Software Engineer' on the terms and conditions enumerated below:

1. Software training will be provided for 1-month on all Monday to Friday from 9:30 am to 6:30 pm. You will be designated as "Software Trainee" and Rs. 10,000/- will be paid as a stipend during this tenure.
2. You shall report to our office at the address mentioned above tentatively on 22nd July 2019 by 9:30 am for joining (Monday). Failure to report personally on the above mentioned date and time may render this offer as invalid.
3. You shall be issued a welcome letter on the Joining Date. Your designation shall be 'Software Trainee' during the training tenure and after successful completion of the training period, your designation will change to "Associate Software Engineer". Your Annual CTC shall be Rs. 2,50,000/- (approximate) after the training period. A detailed break up of your salary shall be provided to you on successful completion of training period.
4. You shall submit the following documents to the HR department on the date of joining.
 - a. Attested copies of Educational Certificates and Mark lists
 - b. Copy of ID (Passport/ Aadhar/ Driving License/ Voter's ID) along with the original for verification.

- c. Copy of PAN card along with the original for verification.
 - d. A passport size photograph.
5. All originals shall be returned back upon verification and the copies shall be retained by us. Failure to submit all documents on the Joining Date and / or failure to report on the Joining Date at the specified time, shall render this offer as invalid at the sole discretion of SayOne Technologies Pvt Ltd.

You may acknowledge the acceptance of the offer by signing-in the duplicate copy issued to you. We wish you a fruitful association with SayOne Technologies Pvt Ltd.

For SayOne Technologies Pvt. Ltd.,

Tojie Jose

HR Manager

I, _____ son/daughter of _____, aged ____ years, residing at _____ hereby agree, accept and confirm that I have read, understood and accepted the terms and conditions of this Offer Letter. I do hereby express my willingness to join duty on _____.

Name:

Date:

Signature:



sset last name <sset@scmsgroup.org>

Fwd: 2019 Batch Combined Campus (SLPP) - Eligibility Criteria

11 messages

Varun Jose <cr.rajagiri@gmail.com>

To: Placement Cell - RSET <pc.rajagiri@gmail.com>

Bcc: sset@scmsgroup.org

Wed, Jan 23, 2019 at 12:34 PM

Hi,

Greetings from Rajagiri Placement Cell !!!

Cognizant is planning for a pool drive and your college is selected to participate in the drive. Kindly fill the attached template and send it back on or before 28-02-2019.

Date for the drive will inform soon.

**Greetings!**

At Cognizant, we are making 'Digital' work for businesses. We continuously innovate to find a better way – for the clients who depend on us, their customers and the communities who count on us all. To enable us to deliver on this mission, our campus hiring model for 2019 will look to identify future-ready talent who are capable of going beyond traditional uni-dimensional thinking and are suitably equipped with cross-disciplinary skills.

Cognizant is privileged to be part of your esteemed institution's campus recruitment program for the batch of 2019. Please note that as per the Cognizant Campus hiring process, your students will have to meet the eligibility criteria listed below.

Eligibility Criteria - 2019 Batch

2019 BE / B. Tech / ME / M. Tech degree students belonging to CSE / IT / ECE / EEE / EIE / E&E / Applied Electronics / Computer & Technology / Electrical / ETE / ICE / Software/Mechanical Engineering (Full Time only)

Selection Process:

As part of our selection process, we will conduct an online test covering Analytical, Verbal and Programming modules. Shortlisted students will be invited for two rounds of personal interviews (Technical and HR)

60% in X, XII, Diploma, UG & PG (all subjects taken into consideration) calculated as below

o $\text{Aggregate\%} = \frac{\text{sum of all subjects' marks scored}}{\text{total no. of subjects (as of last semester result declared)}}$

- No standing arrears in current education
- Maximum 2 years gap in education
- At the time of joining, all recruits will need to have a minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears
- Any student who has applied and is waiting for re-evaluation would be considered only with the initial results declared
- Appropriate CGPA to % will be considered as per University norms
- Strong written and communication skills
- Open only to Indian nationals
- Suitable candidates must be flexible to relocate to anywhere in India or work in any shift / domain as this will be determined based on business demand

Level of Hire & Other Details

Designation: Programmer Analyst Trainee

Compensation: INR 3,38,000 per annum

Student Information:

- Students must carry the following for the recruitment Process - University ID card, 2 Recent PP size photographs (both ears visible in light background), Resume (max of 2 pages), all academic mark sheets & certificates (original & 1 Photocopy) for verification
- Students must carry 1 Photocopy of their PAN Card, Aadhaar card and Passport (front & back page).
- Colleges need to authenticate the % of the candidates via the college administration department records prior to the registering them for recruitment process
- Please ensure that only those students who meet our criteria appear for the Cognizant Placement process
- At the time of joining, all recruits need to have minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears

Disclaimer:

- Cognizant strictly prohibits payment of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to TAGCompliance@Cognizant.com
- If you encounter anyone who claims to offer a job at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make.
- We recommend that you do not respond to spam emails/ dubious messages. Ensure not to disclose your personal or financial details to anyone you do not know. If you do receive such mails—claiming to come from Cognizant—please notify us at TAGCompliance@Cognizant.com
- Please report any phishing attempt to CSIRT@Cognizant.com
- To ascertain that you are receiving an official call from Cognizant, please ensure you collect the recruiter's details (full name, employee ID, and mobile number) during the call.

Please find attached, the guidelines pertaining to Auto Proctoring Test and Organizing Combined Campus Recruitment Drive & Database Collation process to nodal office.

We look forward to visiting your campus and enriching the strong relationship Cognizant shares with your institution and the academia team.

Team Cognizant

Cognizant



2 attachments

Cognizant image001.jpg
3K

 **Cognizant 1111.xlsx**
15K

SSET <sset@scmsgroup.org>

Fri, Jan 25, 2019 at 1:46 PM

To: Varun Jose <cr.rajagiri@gmail.com>, Aravind C T <pc.rajagiri@gmail.com>

Sir,

Kindly clarify whether current backpaper is allowed for the CTS drive.

Regards

Dr. Varun G Menon
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology

[Quoted text hidden]

Placement Cell Rajagiri <pc.rajagiri@gmail.com>

Fri, Jan 25, 2019 at 3:23 PM

To: SSET <sset@scmsgroup.org>

Cc: Varun Jose <cr.rajagiri@gmail.com>

no back logs permitted

Thanks and regards,

Dr. Biju Paul		Uday Sankar		Dr. Varghese S Chooralil
Placement Officer		Asst. Professor		Asst. Professor
Assoc. Professor		Dept. of Mechanical		Dept. of Computer Science

47	Megha Baby	1997-05-22	MUT15EC031
48	Meera Vinayan	1997-04-02	MUT15EC030
49	Sreerag K S	1997-12-19	MUT15EC051
50	Varsha Raj	1997-07-12	MUT15EC053
51	Denny George	1997-03-06	MUT15EE024
52	Meera Jnamboodiri	1997-12-18	MUT15EE040
53	Shahanaz M M	1997-04-17	MUT15EE051
54	Susan Jain	1997-11-07	MUT15EE054
55	Basil Baby	1997-09-16	MUT15ME018
56	Naveen Anil	1997-06-04	MUT15ME045
57	Robin Jacob	1997-04-25	MUT15ME050
58	Ryan Nathaniel Pauljoseph	1997-09-30	MUT15ME052
59	Sanjay P S	1997-05-30	MUT15ME054
60	Regina Mathew	1997-03-29	MUT15CS048
61	Arya S	1998-01-10	MUT15EE012
62	Aishwarya Ravi	1997-07-29	NCE15CS006
63	Sruthi P	1997-11-16	NCE15CS072
64	Taniya Vincentk	1997-08-07	SHR15CS107
65	Vishnu Santhosh	1996-03-05	SHR15CS112
66	Vishnu Govind P R	1998-03-25	SHR15CS111
67	Angelica P A	1997-06-03	SHR15EC013
68	Ann Mariyajoy	1998-04-15	SHR15EC020
69	Anna Shobi	1997-08-15	SHR15EC021
70	Ranjini Pnair	1997-10-10	SCM15CS082
71	Rebecca Joshua	1997-06-07	SCM15CS084
72	Ajmala Nazreenk.S.	1995-07-13	SCM17CSCY02
73	Aswathy Mohanan	1997-07-11	SCM15EC018
74	Joseph Antonyjoji	1997-09-17	TKM15CS033
75	Amal Sathyan	1997-03-24	TKM15EC012
76	Anjana K	1996-09-17	TKM15EC017
77	Athira Ambujakshan	1997-04-13	TKM15EC036
78	Shafeeque K	1996-03-27	TKM15EE112
79	Vineetha V	1993-04-02	TKM17CSCE18
80	Cinta Sunny	1997-05-25	TOC15CS019
81	Ganjimala Praneetha	1997-06-25	TOC15CS022
82	Harikrishnan Vijayan	1997-06-06	TOC15CS025
83	Jini Sarageorge	1996-12-27	TOC15CS027
84	Sarga V K	1997-05-14	TOC15CS050
85	Sreelakshmi Rnair	1996-07-07	TOC15CS054
86	Winu Kavanal	1996-11-03	TOC15CS061
87	Sanjay R	1996-06-11	TOC15EE034
88	Blessy Babu	1996-08-16	TOC15EC021
89	Nisha Maryphilip	1997-03-29	TOC15EC048
90	Saranya Kvarma	1998-01-23	TOC15EC057
91	Muhammed Arafaz Vm Muhammedarafaz	1997-01-20	toc15ee023
92	Nelson Thomas	1996-06-01	TOC15IT024

B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
M.Tech./M.E.	Computer Science and Information Security
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
M.Tech./M.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electrical Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Information Technology

[illegible]

05-Jul-2019

Dear Ajmala Nazreen K S,
M.Tech./M.E., Computer Science and Information Security
SCMS School of Engineering and Technology



Candidate ID – 12726252

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Ajmal Nazreen K S	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

08-Jul-2019

Dear Aswathy A,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 13477429

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Aswathy A	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

05-Jul-2019

Dear Ranjini P Nair,
B.Tech/B.E., Computer Science & Engineering
SCMS SCHOOL OF ENGINEERING & TECHNOLOGY



Candidate ID – 13119081

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Ranjini P Nair	Designation:	Programmer Analyst Trainee
--------------	----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

05-Jul-2019

Dear Rebecca Joshua,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 13119082

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Rebecca Joshua	Designation:	Programmer Analyst Trainee
--------------	----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

05-Jul-2019

Dear Aswathy Mohanan,
B.Tech/B.E., Electronics and Communication Engineering
SCMS School of Technology and Management



Candidate ID – 13127972

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Aswathy Mohanan	Designation:	Programmer Analyst Trainee
--------------	-----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

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2. Redefine your salary structure within prescribed guidelines
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pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



sset last name <sset@scmsgroup.org>

Neudesic placement drive on 24th March 2019 at Rajagiri

1 message

SSET <sset@scmsgroup.org>

Fri, Mar 22, 2019 at 2:20 PM

To: sreedharanalath@scmsgroup.org

Dear Sir,

Neudesic recruitment drive is scheduled as per the following details.

Neudesic Placement Drive

Date : 24-03-2019 (Sunday)

Reporting Time - 8:30 AM

Venue - Chavara Hall,

**Rajagiri School of Engineering & Technology
Rajagiri Valley P.O , Kakkanad, Kochi. 682039**

Attached herewith our students list for your reference.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>



SSET-NUEDSIC 19 -Students list.xlsx

16K



sset last name <sset@scmsgroup.org>

Fwd: Neudesic Employment Offer

1 message

Kanthari <mruthula.m.manmadhan@gmail.com>
To: sset@scmsgroup.org

Fri, Apr 5, 2019 at 1:48 PM

----- Forwarded message -----

From: **Priya Ignatius** <Priya.Ignatius@neudesic.com>

Date: Fri, Apr 5, 2019 at 12:45 PM

Subject: Neudesic Employment Offer

To: mruthula.m.manmadhan@gmail.com <mruthula.m.manmadhan@gmail.com>Cc: Ramu Adapa <Ramu.Adapa@neudesic.com>, Ishita Panda <Ishita.Panda@neudesic.com>, Nitty George <Nitty.George@neudesic.com>

Hello Mruthula,

Congratulations and Welcome to Neudesic Family !

With reference to the discussions we had, we are pleased to extend a full time position to you with Neudesic. Please find attached your Offer letter and the Employment Agreement.

Neudesic is a trusted technology Partner with a proven track record of providing reliable, effective solutions. Neudesic's technical and industry expertise empower enterprises to enhance their technological capacity and respond to business opportunities with a greater level of efficiency. Unmatched knowledge of Microsoft Technologies; .Net/ Visual Studio, Windows Azure, SharePoint Server, CRM, SQL Server, BizTalk Server, Windows Server, Commerce Server and Office Systems allows Neudesic to provide clients with solutions to effectively address their most important and strategic technology needs. Neudesic was established in 2001 headquartered in Irvine, CA. Neudesic has 18 offices in USA and 3 International offices in India, giving us a global presence and the ability to serve customers across the world.

Bound by a common vision of success and a desire to exceed our customers' expectations, Neudesic's team consists of industry leaders who not only understand our mission, but consistently execute upon it. We carefully choose each member of our team based on both their passion for staying at the forefront of technology and driving customer success by providing value, efficiency, and a sharp competitive edge. Each member of our team is highly valued; we believe in them and in return, their dedication and hard work drives our success. Neudesic is a dynamic and exciting place to work.

We wish to see you shine and grow with us. All the best!

Please do acknowledge the receipt and acceptance of this letter. We look forward to hear from you.

Priya Ignatius | Director - HR**Neudesic** | The Trusted Technology Partner in Business InnovationM: +91 9539795000 | O: +91-484-4204222 | [LinkedIn](#)7 Tech Trends to Shape Your Digital Future Now: Read our **2018 Tech Vision**[Careers at Neudesic](#)

2 attachments



Neudesic Employment Agreement Contract_AC-2019.pdf

920K



Mruthula.pdf

571K

5 April 2019

Bangalore

Mruthula M

Employment offer

Dear Mruthula,

We are very happy that you have approached us, “Neudesic” for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer prior to **8 April 2019**. Your date of joining will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/-** per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company’s normal payroll procedures. Your compensation will be paid on a monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company’s policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Priya Ignatius
Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure – I

Compensation Details

Name: Mruthula M
Designation: Associate Consultant
Job Location: Hyderabad / Bangalore / Kochi

Indicative Compensation Structure	
Compensation Component	CTC Details (₹)
Base Compensation	
Basic	134452
HRA	53781
Special Allowance	102751
Monetary Benefits	
Food Allowance (optional for tax exemption)	26400
LTA	13445
Insurance Benefits¹	
Health Insurance ²	5300
Fixed Annual Compensation	336129
Retirement Benefits	
Employer PF Contribution	17280
Gratuity ³	6591
CTC per annum	360000

¹ You are also entitled to an insurance coverage of ₹20, 00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2, 00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.



sset last name <sset@scmsgroup.org>

Fwd: RE : QuEST Global Placements

7 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Wed, Feb 13, 2019 at 11:20 AM

----- Forwarded message -----

From: **BeautlinP** <Beautlin.P@quest-global.com>
Date: Wed, Feb 13, 2019, 10:51
Subject: RE: RE : QuEST Global Placements
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>
Cc: Karthika Sreelatha <Karthika.Sreelatha@quest-global.com>

Hi,

MCA students are also eligible for the placement drive

Regards

Beautlin

From: BeautlinP
Sent: Wednesday, February 13, 2019 10:13 AM
To: 'varunmenon@scmsgroup.org' <varunmenon@scmsgroup.org>
Cc: Karthika Sreelatha <Karthika.Sreelatha@quest-global.com>
Subject: RE : QuEST Global Placements

Hi Professor ,

Good Morning !

Greetings from university relations!

About QuEST Global :

QuEST Global is an Global Engineering Service Founded in 1997. The Company Provide engineering services in Various industries such as Aero Engine, Aero Space and Defense, Hi-Tech & Industrial, Medical devices Oil & Gas,Power,Transportation. It has Operations Spread across 42 location in 32 Countries.

Pleasure connecting with you over Call as discussed please find the requirement mentioned below, Request you to share the list of eligible candidates

We are waiting for your updates on the below mentioned requirements.

The eligibility criteria and branch is:-

BE Engineering :- CSE, IT,ECE,EEE

10th 12th :- 60% throughout (No backlogs)

Engineering: 65% (No backlogs)

Batch : 2019 Passed out (Final Year Students)

Job description for the candidates will be :

JOB TITLE : TRAINEE ENGINEER

LOCATION : Trivandrum/Bangalore

CTC OFFERED : 3.00 LPA

Kindly , send me the eligible candidates list as on before **18th of February(Monday)** .

Online Exam for the eligible students will be conducted in your respective college once the list is shared .

Attached the Candidate Information Form to be filled for the eligible candidates.

Kindly revert if any further information required for the same.

Attached the candidate information form to be filled .

PFA .

Regards,

BEAUTLIN SHEYO .P

Intern ,University Relations

QuEST Global

QuEST Towers, Technopark Campus, Trivandrum - 695 581, India

Mob: +91 7708446845

DISCLAIMER: This e-mail contains PRIVILEGED AND CONFIDENTIAL INFORMATION intended solely for the use of the addressee(s). If you are not the intended recipient, please notify the sender by e-mail and delete the original message. Opinions, conclusions and other information in this transmission that do not relate to the official business of QuEST Global and/or its subsidiaries, shall be understood as neither given nor endorsed by it. Any statements made herein that are tantamount to contractual obligations, promises, claims or commitments shall not be binding on the Company unless followed by written confirmation by an authorized signatory of the Company.

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Wed, Feb 13, 2019 at 11:20 AM

----- Forwarded message -----

From: **BeautlinP** <Beautlin.P@quest-global.com>
Date: Wed, Feb 13, 2019, 10:12
Subject: RE : QuEST Global Placements
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>
Cc: Karthika Sreelatha <Karthika.Sreelatha@quest-global.com>

[Quoted text hidden]



Candidate information Form.xlsx
16K

SSET <sset@scmsgroup.org>
To: "Sindhu C.K." <sindhuck@scmsgroup.org>
Cc: "Dr. Sherin Alex" <sherinalex@scmsgroup.org>, indu nair <indunair@scmsgroup.org>

Wed, Feb 13, 2019 at 3:18 PM

[Quoted text hidden]



Candidate information Form.xlsx
16K

SSET <sset@scmsgroup.org>
To: Beautlin.P@quest-global.com
Cc: Karthika.Sreelatha@quest-global.com, Varun Menon G <varunmenon@scmsgroup.org>

Mon, Feb 18, 2019 at 9:04 PM

Dear Sir/Madam,

Thanks for the interest shown for the recruitment of our students. As per the mail, I am attaching herewith the details of our candidates for the recruitment to be conducted by your esteemed organization. Kindly confirm a date during first week of March 2019.

Thanks and regards

Dr. Varun G Menon
Officer Corporate Relations
SCMS School of Engineering and Technology
Mob: 8714504684

[Quoted text hidden]

2 attachments



SSET-QUESTGLOBAL Candidate information Form (1).xlsx
23K



SSTM-QUESTGLOBAL-Candidate information Form 19.xlsx
17K

SSET <sset@scmsgroup.org>
To: Beautlin.P@quest-global.com
Cc: Karthika.Sreelatha@quest-global.com, Varun Menon G <varunmenon@scmsgroup.org>

Mon, Feb 18, 2019 at 9:14 PM

May 23, 2019

Intent to offer Employment

Dear **ASNIYA C B,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- Total Cost to Company (TCTC): 3 LPA
- Location: Bangalore/Belgaum/Trivandrum
- Working Hours : 47.5 hours/week (9.5 hours/day)
- Bond: 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of Intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**



Annexure - I

Compensation & Benefit Details

Salary Components	Monthly (INR)	Annual (INR)
(A) Basic Salary (BS)	10000	120000
(B) House Rent Allowance (HRA)	4000	48000
(C) Conveyance Allowance (CA)	1600	19200
(D) Leave Travel Allowance (LTA)		
(E) Food Coupon		
(F) Telephone / Internet Allowance	600	7200
(G) Medical Reimbursement		
(H) Other Allowance	3856	46272
(I) GROSS SALARY (I=A+B+C+D+E+F+G+H)	20056	240672
(J) Employer Contribution to Provident Fund (PF)	1200	14400
(K) Employer Contribution to Gratuity	481	5772
(M) RETIREMENT BENEFITS : (M=J+K)	1681	20172
(N) Employer Contribution to Medical Insurance Premium	673	8076
(O) Bonus / Ex-Gratia	1400	16800
(P) FIXED GROSS SALARY (FGS): (P=I+M+N+O)	23810	285720
(Q) TOTAL VARIABLE PAY (TVP)**		14280
(R) TOTAL GROSS SALARY (TGS) : (R=P+Q)		300000

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.



****Total Variable Pay includes components aligned to QuEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.**

*****Shift Allowance will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in morning shift. For other shifts, it will be governed by the policy.**

Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band, the amount will change accordingly in case of Band change. -Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice



Mar 23, 2019

Intent to offer Employment

Dear **SHRADHA AJITH**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC): 3 LPA**
- **Location: Bangalore/Belgaum/Trivandrum**
- **Working Hours : 47.5 hours/week (9.5 hours/day)**
- **Bond: 2 years**

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- **Background Verification Check.**
- **Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining**

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**



Annexure - I

Compensation & Benefit Details

Salary Components	Monthly (INR)	Annual (INR)
(A) Basic Salary (BS)	10000	120000
(B) House Rent Allowance (HRA)	4000	48000
(C) Conveyance Allowance (CA)	1600	19200
(D) Leave Travel Allowance (LTA)		
(E) Food Coupon		
(F) Telephone / Internet Allowance	600	7200
(G) Medical Reimbursement		
(H) Other Allowance	3856	46272
(I) GROSS SALARY (I=A+B+C+D+E+F+G+H)	20056	240672
(J) Employer Contribution to Provident Fund (PF)	1200	14400
(K) Employer Contribution to Gratuity	481	5772
(M) RETIREMENT BENEFITS : (M=J+K)	1681	20172
(N) Employer Contribution to Medical Insurance Premium	673	8076
(O) Bonus / Ex-Gratia	1400	16800
(P) FIXED GROSS SALARY (FGS) : (P=I+M+N+O)	23810	285720
(Q) TOTAL VARIABLE PAY (TVP)**		14280
(R) TOTAL GROSS SALARY (TGS) : (R=P+Q)		300000

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.



****Total Variable Pay** Includes components aligned to QuEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.

*****Shift Allowance** will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in morning shift. For other shifts, it will be governed by the policy.

Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band, the amount will change accordingly in case of Band change.
-Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

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May 23, 2019

Intent to offer Employment

Dear **WILFRED M. VARGHESE**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC): 3 LPA**
- **Location: Bangalore/Belgaum/Trivandrum**
- **Working Hours : 47.5 hours/week (9.5 hours/day)**
- **Bond: 2 years**

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- **Background Verification Check.**
- **Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining**

As per QuEST's hiring process we would conduct a detailed background verification check of all the Information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**



Annexure - I

Compensation & Benefit Details

Salary Components	Monthly (INR)	Annual (INR)
(A) Basic Salary (BS)	10000	120000
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(D) Leave Travel Allowance (LTA)		
(E) Food Coupon		
(F) Telephone / Internet Allowance	600	7200
(G) Medical Reimbursement		
(H) Other Allowance	3856	46272
(I) GROSS SALARY (I=A+B+C+D+E+F+G+H)	20056	240672
(J) Employer Contribution to Provident Fund (PF)	1200	14400
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(M) RETIREMENT BENEFITS : (M=J+K)	1681	20172
(N) Employer Contribution to Medical Insurance Premium	673	8076
(O) Bonus / Ex-Gratia	1400	16800
(P) FIXED GROSS SALARY (FGS): (P=I+M+N+O)	23810	285720
(Q) TOTAL VARIABLE PAY (TVP)**		14280
(R) TOTAL GROSS SALARY (TGS) : (R=P+Q)		300000

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.



****Total Variable Pay includes components aligned to QUEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.**

*****Shift Allowance will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in morning shift. For other shifts, it will be governed by the policy.**

Your monthly deduction from salary towards Medical Insurance premium would be INR 825. This is as per your current Band, the amount will change accordingly in case of Band change. -Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QUEST Band. For your current Band the coverages shall be:

- **Group Medical Insurance cover of INR 300000**
- **Group Personal Accident Insurance cover of INR 1000000**
- **Group Term Life Insurance cover of INR 1500000**
- **Employee Deposit Linked Insurance cover as per statutory requirement**

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

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sset last name <sset@scmsgroup.org>

Offer letter and date of joining : SSET-PerfectFit Systems Pvt Ltd :Recruitment Drive

SSET <sset@scmsgroup.org>

Mon, May 21, 2018 at 4:25 PM

To: Midhun P <support@perfitfashion.com>

Cc: Eobin George <eobin@perfitfashion.com>

Dear Sir,

The final year university examinations of our one selected student -Ms. Nithiya Davis, will conclude by the mid of June 2018, as per the present schedule of Mahatma Gandhi University, Kottayam. Kindly intimate the status of her offer letter and make it convenient for her joining on 2nd July 2018, if granted from your end to.

Please contact me for any further queries.

Regards

Prof. R. Sahadevan
Professor Placement
SCMS School of Engineering and Technology

On Wed, Mar 14, 2018 at 7:28 PM, Midhun P <support@perfitfashion.com> wrote:

Hi Sir,

The following candidate is selected from your institution

1. Nithiya Davis.

Regards,

--

Midhun P
Assistant Manager, Center For Innovation | PerfectFit Systems

m: +91-96330-52742 a: 230, Mather Nagar, Cochin 682033

s: www.centerforinnovation.nete: support@perfitfashion.com

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On Tue, Mar 13, 2018 at 12:14 PM, SSET <sset@scmsgroup.org> wrote:

Dear Sir,

Kindly mail us the final list of B.Tech selected students from our institution from the recruitment drive conducted by your esteemed organization.

Regards

Prof. R Sahadevan
Professor Placement
SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450602

Mob: 9446312828

On Mon, Jan 1, 2018 at 3:46 PM, Eobin George <eobin@perfitfashion.com> wrote:

Hi,

Let us start the online pre-screening process by getting the students to fill the recruitment form in the following link. When do you think you will be able to get the students to fill the form?

[Recruitment Link : http://perfitfashion.com/careers/](http://perfitfashion.com/careers/)

Regards,

On Mon, Jan 1, 2018 at 1:14 PM, SSET <sset@scmsgroup.org> wrote:

Dear Sir,

Thanks for the interest shown for the recruitment of our students. We can conduct the drive at any mutually convenient date during January 2018 at our campus. Kindly intimate us the details of selection process. Students will fill the form before the deadline.

Regards

Prof. R Sahadevan
Professor Placement
SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450602
Mob: 9446312828

On Mon, Jan 1, 2018 at 1:06 PM, SSET <sset@scmsgroup.org> wrote:

Dear Sir,

Thanks for the interest shown for the recruitment of our students. We can conduct the drive on 4th or 5th January 2018 at our campus. Kindly intimate us the details of selection process. The list of student swill be mailed at the earliest.

Regards

Prof. R Sahadevan
Professor Placement
SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450602
Mob: 9446312828

On Fri, Dec 29, 2017 at 7:31 PM, Midhun P <support@perfitfashion.com> wrote:

Dear Candidate,

Greetings from **PerfectFit Systems**. We are a Virtual reality Research and Development firm based out of the Maker Village - IIIT MK, and we are looking for talented and passionate programmers for our Cochin and Bangalore offices.

As a part of our hiring procedure for the year 2018, we would like to recruit students from your prestigious institution. Kindly ask the interested students to fill the following [form](#) before 8th January, 2018. The dates for the drive shall be discussed later. The details of the position are given below.

- **Position** : **Software Developer**
- **Job Location** : **Cochin/Bangalore**
- **Eligible Branches** : **CSE**
- **Skill Set** : **SQL, Python, C++, C#, C, Algebra and Geometry**
- **Pay Package** : **3-5 LPA**
- **Weblink** : <http://perfitfashion.com/careers/>

--

Eobin George
Research Lead, Center For Innovation | PerfectFit Systems

p: +91-88844-88811 m: +91-72040-76371 a: 230, Mather Nagar, Cochin 682033
s: www.centerforinnovation.net e: eobin@perfit.today



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sset last name <sset@scmsgroup.org>

Fwd: Federal Bank Campus Recruitment Process 2018 -19 (Non – Officer Cadre) - Student registration Link

8 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Thu, Feb 14, 2019 at 6:56 AM

----- Forwarded message -----

From: <admin@hirepro.in>

Date: Wed, Feb 13, 2019 at 9:20 PM

Subject: Federal Bank Campus Recruitment Process 2018 -19 (Non – Officer Cadre) - Student registration Link

To: <varunmenon@scmsgroup.org>

**Campus Recruitment Process 2018-19 (Non - Officer Cadre)****Dear Placement Officer SCMSSET Ernakulam,**

Greeting from Federal Bank!

We are pleased to confirm campus recruitment drive at your institute on 25/Feb/2019.

In continuation to the same, we would like students to register through the below mentioned link.

<https://federalbank.hirepro.in/?event=8813&campus>**Note: While registering the marks across education should be in percentage only (Out of 100).**

Please communicate the same to eligible candidates.

Regards

Campus Recruitment Team - Federal Bank


--

Thanks and Regards,

Dr. Varun G Menon

Associate Professor, Computer Science Engineering
 ACM Distinguished Speaker
 Corporate Relations and International Collaborations-in charge
 SCMS School of Engineering and Technology
 SCMS Group of Educational Institutions
 Karukutty, Ernakulam, Kerala, India - 683 582
 Office: +91-484-2450330 Mob: +91-8714504684
 Web: <http://www.scmsgroup.org>




 **eaab17e0-7d34-457a-9c22-56cae583d5b2Job_Descriptions_-_Clerks.pdf**
 518K

Dr. Varun G Menon <varunmenon@scmsgroup.org>
 To: SSET <sset@scmsgroup.org>

Thu, Feb 14, 2019 at 8:08 AM

[Quoted text hidden]

 **eaab17e0-7d34-457a-9c22-56cae583d5b2Job_Descriptions_-_Clerks.pdf**
 518K

SSET <sset@scmsgroup.org>

Fri, Feb 15, 2019 at 1:00 PM

Bcc: abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, Ahmed Sharafudeen <ahmedzsha97@gmail.com>, aishwarya johnson <aiswaryajohnsonpl@gmail.com>, ajaisooryan@yahoo.com, Ajay Warriar <ajayrwarrier@gmail.com>, Akhil Anders JR <akhilandersjr@gmail.com>, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraaj <deepak.deeraaj97@gmail.com>, derin.jose01@gmail.com, Don jose <jodonjo@gmail.com>, doyalasabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, harsh madani <harsh.madani36@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, pranav_97@live.com, PRAVEEN PRINCE <praveenprince7165@gmail.com>, rahidh saheer <Rahidhrockz@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Raizal Faizy <Raizalfaizy11@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, R-Kedgaming <vaishakm6@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilnambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewvattoly@gmail.com>, amith ravi <raviamith123@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com,



sset last name <sset@scmsgroup.org>

Fwd: Campus Recruitment Process 2018-19 for the post of Clerks in Non Officer Cadre - Final Results

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Sat, Mar 30, 2019 at 3:05 PM

To: SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: **HR - TAD (Talent Acquisition)** <careers@federalbank.co.in>

Date: Sat, Mar 30, 2019, 2:52 PM

Subject: Campus Recruitment Process 2018-19 for the post of Clerks in Non Officer Cadre - Final Results

To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Dear Sir / Madam,

We are glad to inform you that 4 candidates from your college have come out successful in the final round of selection process for the post of Clerks in Non-Officer Cadre held in Zonal Office, Ernakulam. The names of the successful candidate is given in the Annexure.

They are provisionally selected for absorption in Bank's service as Clerks in Non-Officer Cadre subject to other terms and conditions to be intimated separately. Provisional Offer Letter of the selected candidates attached herewith. Kindly send the same back along with their signature if they are accepting the offer. Please note the final offer letter will be issued only after successful detailed verification of the documents submitted by the candidates.

Annexure

Candidate Id	Full Name	College (Final Degree)
1990491	ANJANA NAIR	SCMS School of Engineering and Technology, Ernakulam
1986288	KRISHNA K VINI	SCMS School of Engineering and Technology, Ernakulam
1990643	LIJO MON GEORGE	SCMS School of Engineering and Technology, Ernakulam
1991895	SARATH S	SCMS School of Engineering and Technology, Ernakulam


Warm Regards,

Vineeth Vijayan

Assistant Manager | HR Talent Acquisition & Deployment | The Federal Bank Limited | Head Office | Aluva |
Ernakulam | Kerala | 9495295747

Ph No: 0484 - 2634032, 2621720 | www.federalbank.co.in

 Description: Description: cid:image001.png@01D02A85.F0949270

 Email Signature

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials.
Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

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The Federal Bank Ltd

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials.
Federal Bank never asks for your confidential credentials.

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WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.


The Federal Bank Ltd

4 attachments

 image001.png
1K

 image002.jpg
11K

 image002.jpg
11K

 SCMS.pdf
1613K

SSET <sset@scmsgroup.org>

Sat, Mar 30, 2019 at 3:12 PM

Bcc: Aashik Salim <aashiksalim97@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, anand lokanath <anandlokanath123@gmail.com>, Anand U <uanand97@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Devika S <devuolavaipu@gmail.com>, Jonath Tharian <jonathipe@yahoo.com>, Krishna Vini <krishvini1309@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, rosemariypoly777@gmail.com, sachin s <sachinsureshscms@gmail.com>, Sarath S <sarathsmailbox1997@gmail.com>, ktuecnotes@gmail.com

[Quoted text hidden]

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[Quoted text hidden]

Ph No: 0484 - 2634032, 2621720 | www.federalbank.co.in

HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Anjana Nair
SCMS School of Engineering & Technology
Ernakulam

Dear Sir / Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

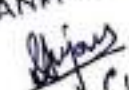
We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


V. R. Jose
VP - Retail Business



Accepted the offer.
ANJANA NAIR

(1/4/19)



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Krishna K Vini
SCMS School of Eng & Technology,
Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

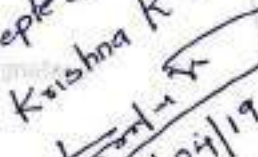
We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


Vini Jose
VP - Talent Acquisition



Accepted the offer
Krishna K Vini

01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Lijo Mon George
SCMS School of Eng & Technology
Ernakulam

Dear Sir / Madam,

Hearty Congratulations...

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks In Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

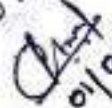
We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


Name: Vinu Jose
VP - Talent Business



Accepted the offer
Lijo Mon George

01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Sarath S
SCMS School of Eng & Technology
Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,

[Signature]

VP - Talent Business



Accepted the offer
Sarath S
01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. AKHIL RODRIGUES
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of two years from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


John P J
Vice President (HR)



ACCEPTED THE OFFER
WITH THANKS



AKHIL RODRIGUES

26/3/2019



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. RAHUL S
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of two years from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,



John P J
Vice President (HR)



ACCEPTED THE OFFER
WITH THANKS



RAHUL S
26/3/2019



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. SABARI NATH M
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of two years from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


John P J
Vice President (HR)



ACCEPTED THE OFFER
WITH THANKS


SABARI NATH M
26/3/2019





Hi Sir/ Madam

After completing all the discussions and interview rounds, we selected some students from your 2019 batch. Please find those talents from the below list:

Sl.No	Name	Branch
1	Meritta Shibu	EC
2	Athira S	EC
3	Harsha Manoj	EC
4	Lakshmi K B	EC
5	Shivani G	EC
6	Athira Unnikrishnan	EC
7	Sachin Suresh	EC
8	Meenakshi Nair J	EC
9	Shekha E K	EC
10	Aswathy Menon K	CS
11	Athira	CS
12	Sunitha Sahu	CS
13	Elsa Antony	EEE
14	Sreelakshmi M G	EEE
15	Krishnaja K	EEE
16	Sreya Das P	EEE
17	Tom Saji	EEE
18	Aswathy R R	CE
19	Aathira J Frankur	CE
20	Dahlia Theresa N J	CE
21	Anala Benny	CE
22	Jibin Varghese	CE
23	Nimmy T M	CE

** If someone want to drop out, please inform me as early as possible. So, we can refill the vacancy with some other students **

Best regards,

Riya Varghese

HR Associate

+91 623-853-3146



sset last name <sset@scmsgroup.org>

UL Technology Solutions.

9 messages

HR Sahrdaya <hr@sahrdaya.ac.in>

Fri, May 3, 2019 at 5:00 PM

To: Placement Cell <placement@cce.edu.in>, bibinjoy@jecc.ac.in, "ANIL ANTONY P." <placement@thejusengg.com>, Sset Last Name <sset@scmsgroup.org>, Placement Cell - FISAT <placements@fisat.ac.in>

Dear Ms.Vini,

Greetings from UL Technology Solutions.

With reference to our telecon, we UL Technology Solutions Pvt Ltd, Kozhikode, are pleased to inform you that our company is offering placement for efficient graduates from your college, towards entry level Software Engineering roles. In this regard we would like to visit your college for "Campus Recruitment".

UL Technology solutions is a fast growing IT company, promoted by ULCCS (www.ulccsltd.com), which is number one and Co-Operative giant in the civil construction domain from Kerala, established in 1925. ULTS (www.ults.in) is focusing on delivering high value & cutting edge technology solutions to its customers including Blockchain, AI & IoT domains. ULTS is located at UL Cyber Park, Kozhikode. You may please watch our corporate film [here](#).

Selection procedure

1. Pre-screening test (2 hours). This will include Quantitative Aptitude, Logical reasoning, Data Interpretation, English Comprehension etc.)
2. Group Discussion
3. Interview

All selected candidates will go through our rigorous training comprising both classroom as well as on job training. Upon successful completion of the training, they will become regular employees of ULTS.

Eligibility: Final year students (with max 3 backlogs) & recently graduated students

In order to conduct the test, we would request you to arrange computers with internet connectivity. We would also request you to confirm the date for this event.

We would like you to arrange required services for our recruitment officers.

Attachments:

1. ULTS brochure

--

Vini Jose
Training & Placement Officer
Sahrdaya College of Engineering & Technology
P.B.No:17, Kodakara,
Thrissur, Kerala - 680684
Mob : 9846023598

**ULTS Campus drive student data_Sahrdaya.xls**

25K

HR Sahrdaya <hr@sahrdaya.ac.in>

Sat, May 4, 2019 at 10:04 AM

To: Placement Cell <placement@cce.edu.in>, bibinjoy@jecc.ac.in, "ANIL ANTONY P." <placement@thejusengg.com>, Sset Last Name <sset@scmsgroup.org>, Placement Cell - FISAT <placements@fisat.ac.in>

Dear All,

We at Sahrdaya is organising the drive by UL Technology Solutions.

With reference to our telecon, we UL Technology Solutions Pvt Ltd, Kozhikode, are pleased to inform you that our company is offering placement for efficient graduates from your college, towards entry level Software Engineering roles. In this regard we would like to visit your college for "Campus Recruitment".

UL Technology solutions is a fast growing IT company, promoted by ULCCS (www.ulccsltd.com), which is number one and Co-Operative giant in the civil construction domain from Kerala, established in 1925. ULTS (www.ults.in) is focusing on delivering high value & cutting edge technology solutions to its customers including Blockchain, AI & IoT domains. ULTS is located at UL Cyber Park, Kozhikode. You may please watch our corporate film [here](#).

Selection procedure

1. Pre-screening test (2 hours). This will include Quantitative Aptitude, Logical reasoning, Data Interpretation, English Comprehension etc.)
2. Group Discussion
3. Interview

All selected candidates will go through our rigorous training comprising both classroom as well as on job training. Upon successful completion of the training, they will become regular employees of ULTS.

Eligibility: Final year students (with no backlogs) . Students having 6.0 CGPA is eligible.
Branch : B.Tech in CS / IT / EC, M.Tech in CS and MCA .

Attachments:

1. ULTS brochure

Kindly send me the details of the student on or before 07th May 2019

Thanks & Regards

--

Vini Jose
Training & Placement Officer
Sahrdaya College of Engineering & Technology
P.B.No:17, Kodakara,
Thrissur, Kerala - 680684
Mob : 9846023598

[Quoted text hidden]



ULTS Campus drive student data_Sahrdaya.xls
25K

HR Sahrdaya <hr@sahrdaya.ac.in>

Sat, May 4, 2019 at 10:08 AM

To: Placement Cell <placement@cce.edu.in>, bibinjoy@jecc.ac.in, "ANIL ANTONY P." <placement@thejusengg.com>,
Sset Last Name <sset@scmsgroup.org>, Placement Cell - FISAT <placements@fisat.ac.in>

Dear All,

UL Technology Solutions Pvt Ltd, Kozhikode is offering CTC of 3.28L per annum upon successful completion of the training period. The stipend during training period will be 15K per month.

The date of recruitment shall be informed by Monday.

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, May 6, 2019 at 9:26 AM

To: "Sindhu C.K." <sindhuck@scmsgroup.org>

Cc: "Dr. Sherin Alex" <sherinalex@scmsgroup.org>, indu nair <indunair@scmsgroup.org>



sset last name <sset@scmsgroup.org>

From Sahrdaya

7 messages

HR Sahrdaya <hr@sahrdaya.ac.in>

Thu, May 16, 2019 at 10:01 AM

To: Placement Cell - FISAT <placements@fisat.ac.in>, "ANIL ANTONY P." <placement@thejusengg.com>, Placement Cell <placement@cce.edu.in>, Sset Last Name <sset@scmsgroup.org>, bibinjoy@jecc.ac.in, vinodpaul001@gmail.com

Dear All,

Greetings from Sahrdaya and UL Technology Solutions.

Date of Drive : 17-May-2019 (Friday) at Sahrdaya College of Engineering & Technology

Time of Reporting : 09.00 am in the Auditorium. There will be Pre-Placement Talk.

UL Technology Solutions Pvt Ltd, Kozhikode, are pleased to inform you that our company is offering placement for efficient graduates from your college, towards entry level Software Engineering roles. In this regard we would like to visit your college for "Campus Recruitment".

UL Technology solutions is a fast growing IT company, promoted by ULCCS (www.ulccsltd.com), which is number one and Co-Operative giant in the civil construction domain from Kerala, established in 1925. ULTS (www.ults.in) is focusing on delivering high value & cutting edge technology solutions to its customers including Blockchain, AI & IoT domains. ULTS is located at UL Cyber Park, Kozhikode. You may please watch our corporate film [here](#).

Selection procedure

1. Pre-screening test (2 hours). This will include Quantitative Aptitude, Logical reasoning, Data Interpretation, English Comprehension etc.)
2. Group Discussion
3. Interview

All selected candidates will go through our rigorous training comprising both classroom as well as on job training. Upon successful completion of the training, they will become regular employees of ULTS.

Eligibility: 2019 Pass out with no backlogs

Thanks

--

Vini Jose
Training & Placement Officer
Sahrdaya College of Engineering & Technology
P.B.No:17, Kodakara,
Thrissur, Kerala - 680684
Mob : 9846023598

SSET <sset@scmsgroup.org>

Thu, May 16, 2019 at 1:52 PM

Bcc: Akshay Anil <akshayanil007@gmail.com>, Deepak Deeraaj <deepak.deeraaj97@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Jonath Tharian <jonathiyep@yahoo.com>, Jose Paul <pauljose12@gmail.com>, shilpapparasad1997@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, May 28, 2019 at 11:33 AM

To: HR Sahrdaya <hr@sahrdaya.ac.in>

Dear Madam,

Kindly mail us the final list of selected students from our institution by UL Technology Solutions.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]

HR Sahrdaya <hr@sahrdaya.ac.in>

Sat, Jun 1, 2019 at 9:01 AM

To: Placement Cell - FISAT <placements@fisat.ac.in>, "ANIL ANTONY P." <placement@thejusengg.com>, Placement Cell <placement@cce.edu.in>, Sset Last Name <sset@scmsgroup.org>, bibinjoy@jecc.ac.in, Genist eca <ecagenist@gmail.com>, Sahrdaya ecb <sahrdayaecb@gmail.com>, CS A <csalpha2015@gmail.com>, CSB STUDS 2k15 <csb2k15@gmail.com>

Dear All,

Greetings from UL Technology Solutions.

We are pleased to inform you that following students were selected to the role of 'Graduate Engineer Trainee' from the campus drive conducted at your college.

#	Name	Email	Mobile	College
1	Erina Tomy	erinmaria1997@gmail.com	+91 9207286243	Sahrdaya College of Engineering and Technology

2	V B SANDHYA	vbsandhyabalan@gmail.com	+91 7561811873	Thejus Engineering College
3	ANN ROSE M.P	annrosem@gmail.com	+91 9539821205	Christ College of Engineering
4	Rejoice T J	rejoicetj1@gmail.com	+91 9495742577	Federal Institute of Science and Technology (FISAT))
5	Emmanuel Wilson	emanu7478@gmail.com	+91 7025104603	Jyothi Engineering College
6	VIDHYA PRAKASH T	vidhyaprakash220@gmail.com	+91 9567763661	SCMS School of Engineering and Technology
7	Varsha Suresh	varshac999@gmail.com	+91 8113027517	Sahrdaya College of Engineering and Technology

All students will be receiving a 'Letter of Intent' on or before 21st June 2019.

Thank you for your support in conducting the 'Campus Quest' at your college.

Regards

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, Jun 3, 2019 at 9:31 AM

To: Akshay Anil <akshayanil007@gmail.com>, Deepak Deeraj <deepak.deeraj97@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Jonath Tharian <jonathipe@yahoo.com>, Jose Paul <pauljose12@gmail.com>, shilpapparasad1997@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>

Dear Vidhya,

Congrats for the UL Technology Solutions offer.

Regards,

Sujitha Vinod

Secretary Placement Cell

SCMS School of Engineering and Technology

----- Forwarded message -----

From: HR Sahrdaya <hr@sahrdaya.ac.in>

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, Jun 3, 2019 at 9:31 AM

To: Varun Menon G <varunmenon@scmsgroup.org>

FYI.

----- Forwarded message -----

From: HR Sahrdaya <hr@sahrdaya.ac.in>

Date: Sat, Jun 1, 2019 at 9:01 AM

Subject: Re: From Sahrdaya

[Quoted text hidden]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, Jun 3, 2019 at 9:33 AM

To: HR Sahrdaya <hr@sahrdaya.ac.in>

Dear Madam,

Thanks for the offer and all the support extended for the conduct of UL Technology Solutions drive.

Looking forward for the same support and cooperation in coming years too.

Regards,

Sujitha Vinod

Secretary Placement Cell

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Appointment letter from UL Technology Solutions Pvt.Ltd., Calicut

1 message

Deepak Deeraj <deepak.deeraj97@gmail.com>
To: SSET <sset@scmsgroup.org>

Mon, Sep 30, 2019 at 2:19 PM

----- Forwarded message -----

From: **Deepak Deeraj** <deepak.deeraj97@gmail.com>
Date: Fri, 27 Sep 2019, 9:33 pm
Subject: Re: Appointment letter from UL Technology Solutions Pvt.Ltd., Calicut
To: CAMPUS CONNECT <campusconnect@ulcs.in>

I am pleased to accept this offer and look forward to starting my career at ULTS.

If there is any additional information or paperwork you need prior to my joining, please let me know.

Thanks and regards
Deepak K
9645728827

On Fri, 27 Sep 2019, 12:42 pm CAMPUS CONNECT, <campusconnect@ulcs.in> wrote:

Dear Deepak,

Warm Greetings!

We from ULTS family are pleased to share the appointment letter to you as per the details mentioned below.

Role: **Associate Engineer**
Location: **Calicut, Kerala**

Date of Joining: **14th October 2019**

Please go through the attached appointment letter in detail to understand the key employment terms and conditions which will assist you to make an informed choice regarding joining ULTS.

Please communicate your acceptance on email **within 3 days of receiving the appointment letter**, thus we can organize the next set of formalities.

We at UL Technology Solutions are part of the ULCCS family which has built strong trust, credibility and partnership with the community around us over a period of 90+ years. We feel you will bring unique expertise and similar values to our teams that will enrich our bond with the society. We look forward to welcoming you to this revered family.

For any further clarifications, reach us at
+91 8113982225 | campusconnect@ulcs.in

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Team Campus Connect
UL Technology Solutions Pvt Ltd
www.ulcs.in | www.ulccsltd.com | www.uliit.ulcs.in | www.ulcyberpark.com

ULTS/PF/APT/09-2019/148

Date: September 27, 2019

APPOINTMENT LETTER

Mr. Deepak K.,
Souparnika House, P.O.Vellila,
Mankada, Malappuram,
Kerala - 679324

Dear Mr. Deepak K.,

Congratulations!

We are delighted to appoint you on the role of '**Associate Engineer**' at M/s UL Technology Solutions Private limited (hereinafter ULTS/The Company), a subsidiary of ULCCS LTD. The position will be based out of Kozhikode, Kerala.

At the ULTS, a plethora of opportunities are awaiting you to kickstart your career. We would like you to go through the below sections to familiarise yourself with the terms of your appointment.

1. Date of Joining

You shall be required to join our organisation on **October 14, 2019** by accepting this offer and your appointment shall be effective from then onward.

This offer is valid for 3 days from the date of this letter. You are requested to send an email to **campusconnect@ults.in** to confirm your joining. If we are not in receipt of your acceptance email on time, or if you haven't joined ULTS by the aforementioned date after accepting this offer, this offer will be deemed to have been declined by you, unless otherwise communicated to you by ULTS in writing.

2. Compensation and Benefits

Your monthly and annual compensation is detailed in Annexure 1.

You are eligible for a one-time relocation allowance at the time of joining. Your relocation allowances include one-week accommodation by the company. You can also claim reimbursement of three-tier air-conditioned train/bus ticket for the shortest route to Kozhikode from your permanent residing location by producing journey tickets.

3. Probation

Your employment is subject to satisfactory completion of **one-year probationary** period. The confirmation of your employment will be based on assessment of your conduct, demeanor, abilities and performance. In case you intend to leave our services during the probation period, you need to give one month's notice. Also, ULTS can end your services by giving one month's notice or salary thereof.



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Madappally College (po), Vatakara, Kozhikode (District), Kerala - 673102
Phone 0496 2514042, 0496 2516402, Fax : 0496 2516402 | www.ulccsltd.com

Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135

4. Medical Insurance

You will be eligible to get ESI benefits. Details of the policy will be available to you on joining.

5. Travel & Transfer

You may be transferred anywhere in India or abroad, as per the business needs of the company. Also, you may need to travel within India or abroad. Such transfer or travel may not warrant any revision in your compensation. However, you will be eligible to claim travel allowances as per the company policies. Travel expenses should be settled within the timeframe as stated in the travel policies.

6. Business Conduct & Ethics

While you are in the service, you will devote your whole time and attention towards promoting the interest and brand equity of ULTS / parent organisation & its associates. You should not undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organisation / entity without the written consent of ULTS. The company reserves the right to grant consent. You should uphold the ethics and values of our company in all your actions.

7. Confidentiality

The protection of information and proprietary materials is very important for ULTS.

You should not divulge to any person or utilise any of the ULTS' / parent organisation and its associates' confidential information, intellectual property or any other related information (which you may possess by reason of your association with the ULTS) with any parties outside the ULTS either during or after your employment. Any act in breach of this term would invite appropriate action by the ULTS.

8. IT Security Practice and Procedures

While you are in the service of the ULTS, you will adhere to the IT security practices and procedures as prescribed by ULTS. Any instances of violation or any attempted violations on your part shall result in disciplinary action.

9. Holidays and Leave

You will be eligible for holidays and leave as per the policies of the ULTS.

10. Notice Period & Separation

You will be required to give three months' notice in case you decide to leave our services after your probationary period. Also, the ULTS can end your services by giving three months' notice or salary thereof. On termination of the employment and/ or your resignation, you shall handover all the company properties like tools, accessories, documents, specifications, books, etc. of whatsoever nature or media in your custody, care or charge to the person nominated by ULTS.



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Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135

11. Non- Competition

Following the termination of employment for any reason, you should not hire or attempt to hire any current employees of the ULTS for a period of six months. Also, you should not solicit business from the clients of ULTS or its allied institutions/ organisations with whom you have done business as ULTS employee in one year immediately preceding your termination.

12. Required Documents

On the day of your joining, you are required to submit a signed copy of this letter along with the following documents:

- Photo ID proof – PAN & Aadhaar Card
- Four passport size photograph
- HSC Certificate & Secondary Certificate
- Graduation Certificate/ PG
- Experience certificate
- Relieving certificate
- Valid Passport Copy(if not available apply for new)

In the event of a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the ULTS shall provide such information to the government body/authority without any notification to you.

This offer and your employment with the ULTS are subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Assuring you all support, we look forward to you embarking on an exciting career with us.

For any clarifications, reach out to campusconnect@ults.in or at 8113982225

Yours Sincerely,

For UL Technology Solutions Private Limited

Authorized Signatory

I have read, and understood all the terms and conditions as set forth herein and I agree to be bound by them. I hereby accept my appointment with the ULTS.

Name.....

Signature..... Date of Joining.....



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Annexure 1

Designation	Associate Engineer	
Career Level	5	
Fixed Salary (A)		
	Per Month	Per Annum
Basic	Rs. 11,700/-	Rs. 1,40,400/-
HRA	Rs. 3,300/-	Rs. 39,600/-
Total (A)	Rs. 15,000/-	Rs. 1,80,000/-
Company Contributions (B)		
ESI	Rs. 488/-	Rs. 5856/-
EPF	Rs. 1,404/-	Rs. 16,848/-
Welfare Fund	Rs. 20/-	Rs. 240/-
Total (B)	Rs. 1,912/-	Rs. 22,944/-
Cost to Company (A+B)	Rs. 16,912/-	Rs. 2,02,944/-

* Gratuity shall be paid out based on the provisions of The Payment of Gratuity Act of 1972.



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Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135

ULTS/TX/LOI/06-2019/041

Date: 18th June 2019

Letter of Intent for Employment

To
Vidhya Prakash T
vidhyaprakash220@gmail.com
SCMS School of Engineering And Technology

Congratulations!!

We welcome you to UL Technology Solutions, Pvt. Ltd. We are confident that you will build a long and mutually rewarding career with us. We believe it is individuals like you who can make the difference and along with all of us build a world class company. ULTS is focused on delivering high value solutions to its customers with cutting edge technologies including Blockchain, AI & IoT along with other areas like IMS, GIS and Application Development.

At ULTS, we strive to be the partner of choice of all our clients to make them become exemplary achievers in their respective industry. We are committed to providing an exciting work environment to our employees where their skills are fostered, innovations thrive and potentials culminate.

We are glad to consider your candidature for an offer of Employment as a **Graduate Engineer Trainee**.

As a Graduate Engineer trainee, you will be on probation for a period of 1 year, during which your compensation will be Rs.2.05 Lakhs per annum (CTC). Upon successful completion of probation period, you will be promoted to **Associate Engineer** role with a salary of Rs.3.3 Lakhs per annum.

Your date of joining will be **communicated to you in subsequent mails** and joining location will be **Calicut (Kozhikode), Kerala**. However, after completion of training, you might be posted to any of our delivery centres in **Calicut, Bangalore or Trivandrum**, depending on the project to which you will be assigned. You will be trained on technology areas based on the business needs.

ULTS provides long term career opportunities for every ULTS employee. We sincerely hope that you will grow with us and build an outstanding institution.

Thanking you,



Achin Kumar Das
Chief Talent Officer



Promoted by ULCCS Ltd.

Madappally College (po), Vatakara, Kozhikode (District), Kerala - 673102
Phone 0496 2514042, 0496 2516402, Fax : 0496 2516402 | www.ulccsltd.com

Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135



sset last name <sset@scmsgroup.org>

HCL All Kerala Pooled Campus Placement 2019

2 messages

Director Ahalia Group of Institutions <director.academics@ahalia.edu.in>
To: principal.aset@ahalia.edu.in

Tue, Mar 5, 2019 at 5:34 PM

Sub: HCL All Kerala Pooled Campus Placement 2019

Sir/Madam,

We are happy to inform you that HCL is conducting an All Kerala Pooled Campus Placement at Ahalia School of Engineering and Technology, the largest campus in Kerala, **on 9th March 2019, Saturday from 09.00 am onwards.**

Eligibility :B.E/ B.Tech (CSE, IT & all circuit branches) 2019 course completing candidates from all over Kerala, meeting the eligibility criteria of 85% throughout their academic career from 10th standard to current semester.

Candidates who need accommodation in our campus may contact our training and placement officer Prof. Abijith Menon (cell: 9495587650)

For more details and registration please visit

www.ahaliaccp.com

Visit our events at Facebook

<https://www.facebook.com/events/258642495066805/>

With Regards,

Director,

Ahalia Group of Institutions,

Palakkad-678557,

Phone: 04923-226666

SSET <sset@scmsgroup.org>

Wed, Mar 6, 2019 at 3:48 PM

Bcc: aarathymenon21@gmail.com, adityahari96@gmail.com, Aiswarya K <aiswarya414@gmail.com>, Ajay Paul <a4ajay619@gmail.com>, akamksha mohandas <akamksha222@gmail.com>, alen joseph benny

<alenjbenny24@gmail.com>, Alina Job <alinajob97@gmail.com>, aswathink1997@gmail.com, athira menon <menonsathira@gmail.com>, ayisha jalal97 <ayishajalal97@gmail.com>, Ayisha Safrin <ayishasafrinp@gmail.com>, Deepthi Sukumaran <deepthyworld@gmail.com>, Dennis Kuruvilla <denniskuruvilla777@gmail.com>, Dev 01 <devanannd@gmail.com>, Divya S Anand <divyasanand.22@gmail.com>, Donna Spencer <donna.spencer95@gmail.com>, godvin poulose <godvinpoulose2@gmail.com>, gopikapraakash09@gmail.com, Gopika Raj <raj.gopika97@gmail.com>, Harikrishnan Dileep <hari555.hd@gmail.com>, harita.ranjit@yahoo.com, Hawas Musthafa <hawasmusthafa@gmail.com>, "IJAS A.H" <ijas.ah96@gmail.com>, "Keerthi.s. geet" <keerthi.s.geet@gmail.com>, karthika nair <nairkarthika238@gmail.com>, Malavika Prakash <malavikapraakashkumar@gmail.com>, mariatoffee@yahoo.in, pinkstrawberry391 <misna123@gmail.com>, neil diany <neildiny@gmail.com>, Nidhi Rajeev <nidhirajeev2015@gmail.com>, Razmil Minhaj <razmilminhaj007@gmail.com>, Renjima Rajan <renjimaerajan@gmail.com>, riyavsamuel@gmail.com, rosemariypoly777@gmail.com, sachin.puthiyaparamban@gmail.com, sajna399@gmail.com, Samal Muhammed <samalsunil0@gmail.com>, sarath6306@gmail.com, shahsad abdulla <shahsad1995@gmail.com>, sharath_nair@outlook.com, Sidhu V <sidharth.v.mtr@gmail.com>, Smitha Sunny <sinnansunny97@gmail.com>, sreedath ps <sreedathps19@gmail.com>, sreelakshmi lachu <sreelakshmilachus271097@gmail.com>, sudheesh kumar <sudheeshxyril08@gmail.com>, SWETHA SURENDRAN <swethasurendran02@gmail.com>, Vishnu Chalil <vishnu080797@gmail.com>, Vishnu Vijayakumar <vishnu7197@gmail.com>, VISMAYA BHASKARAN <vismayabhaskaran97@gmail.com>, vyshnavi Mambrol <achumambrol@gmail.com>, zerene999@gmail.com, amruthaanilkumar24@gmail.com, angelinateresa79@gmail.com, anjaly antony <anjalyantony97@gmail.com>, arjun kajayan <arjunkajayan1997@gmail.com>, Darsana K Chitaranjan <darsanack@gmail.com>, ganesh nair <nairganesh98@gmail.com>, Harsha Pradeep <hp46985@gmail.com>, hridhya97@gmail.com, Jyothika S Philip <jyothikasphilip@gmail.com>, kajalsathyan@gmail.com, krishnapavizham35@yahoo.com, krishnasudheer006@gmail.com, Mohitha Thampy <mohithathampy@gmail.com>, nivedita karat <niveditakarath@gmail.com>, SACHIN FRANCIS <sachinfrancis212@gmail.com>, sadhiyaem@gmail.com, Sarath S <sarathsmailbox1997@gmail.com>, shwetha sam <shwethamary123@gmail.com>, surya joseph <suryaj9128@gmail.com>, Akhila Anil <akhilaanilseven@gmail.com>, akn KA <akhilnathka303@gmail.com>, Amaljohnson Kannampuzha <amaljohnsonkannampuzha@gmail.com>, Anand Chandran <anandmatheth@gmail.com>, Anjala Khan <anjalakhan98@gmail.com>, aparnaakumartp@gmail.com, Fathima Shajahan <fathimashajahan319@gmail.com>, irene gerald alapatt <irenegalapatt@gmail.com>, jyothi krishna <jyothikmv@gmail.com>, Sandra Babu <sandrasaval11@gmail.com>, Sanjay krishna ts <sanjaykrishnats@gmail.com>, SANJU BHASKAR KOCHUPURACKAL SINDHURAJ <sanjusindhuraj@gmail.com>, akshay anil <akshayanil36151@gmail.com>, ananya asok <ananyaasok18@gmail.com>, Anirudh sp <spanirudh007@gmail.com>, Anjitha Baiju <mbanjitha.123@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, Jebbin Joseph <jebbinj544@gmail.com>, Mikhiya James <mikhiyajames@gmail.com>, muneer ms <muneerm11@gmail.com>, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeetha Sajudheen <sajeethasajudheen23@gmail.com>, Alex Mathew <alexmathewvattoly@gmail.com>, Deepthy anikuttan <deepthyta1234@gmail.com>, devikajayaram@gmail.com, fam.hameed25@gmail.com, Heleena Joy <heleenaj1997@gmail.com>, Jose Paul <pauljose12@gmail.com>, manjudavis10@gmail.com, NEHA jayan <nehapulary@gmail.com>, nimmyjose1997@gmail.com, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shilpa Biju <shilpabiju@yahoo.in>, "sidharth raj k.k" <kksidharthraj@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, jagadeesan cm <cm.jagadeesan0022@gmail.com>, jovitothomas@gmail.com

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: HCL Technologies Pvt Ltd - List of documents & details are required. (Pool campus recruitment drive at Ahalia School of Engineering - Palakkad | 9th Mar 2019) (Apps & SI - FS)

1 message

Aswathy Arangath <aswathyarangath49@gmail.com>

Sat, Mar 30, 2019 at 10:43 AM

To: sset@scmsgroup.org

----- Forwarded message -----

From: **Charles Diwakar A** <charles_d@hcl.com>

Date: Thu, Mar 28, 2019, 12:42 PM

Subject: HCL Technologies Pvt Ltd - List of documents & details are required. (Pool campus recruitment drive at Ahalia School of Engineering - Palakkad | 9th Mar 2019) (Apps & SI - FS)

To: Vinodhini S <vinodhini.s@hcl.com>, Godwin Samuel J <J.godwin@hcl.com>, Karthiban M <Mkarthiban@hcl.com>, Charles Diwakar A <charles_d@hcl.com>, Campus Hiring <campushiring@hcl.com>
Cc: Godwin Samuel J <J.godwin@hcl.com>, Karthiban M <Mkarthiban@hcl.com>, Vinodhini S <vinodhini.s@hcl.com>, Charles Diwakar A <charles_d@hcl.com>, Campus Hiring <campushiring@hcl.com>

Dear Candidate,

Greetings of the day !!!

This is **Charles Diwakara** from the **campus hiring team** of HCL Technologies.**Congratulations you are one of our final selected candidates of 2019 Campus hiring process.**

Way forward of your joining process, a list of documents are required to be submitted.

Following docs are Required :

1. **Updated resume**
2. **Passport or 10th Marksheet scan copy**
3. **Enclosed form on Personal & Education Details from and HCL acknowledgment document, please fill the same & share it**
4. **Scanned Latest Passport size photograph**

Note : Share your requested documents to campushiring@hcl.comPlease feel free to contact by (charles_d@hcl.com / campushiring@hcl.com), if you require any further information.
Thank you.

Cheers,

Charles Diwakara

HR - Campus Hiring Team

Description: Description: Description: Description: Description: Description: Description: Description: Description:
Description: Description: Description: Description: cid:image001.jpg@01CD3772.029793A0

“Let your light shine”.

::DISCLAIMER::

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3 attachments





sset last name <sset@scmsgroup.org>

Fwd: Zerone Consulting_Sponsored Training Programme

1 message

Sunu Baby <sunubaby24@gmail.com>
To: SSET <sset@scmsgroup.org>

Fri, Jun 14, 2019 at 2:18 PM

----- Forwarded message -----

From: **Betcy Sally Thomas** <betcy.t@zerone-consulting.com>
Date: Friday, June 14, 2019
Subject: Zerone Consulting_Sponsored Training Programme
To:

Dear Candidate,

Greetings from Zerone Consulting Pvt Ltd!!!

We are pleased to inform you that the training programme will start by July 2019 onwards. Each batch will be informed during the respective months. You will be called for bond signing and other formalities prior to your training date. You are requested to come along with your father or mother (surety) to sign the training bond. Training period will be for 3 months with a stipend of Rs.5000/- at our training institute, EazyLearn, Kaloor. As mentioned at the time of interview, there will be an evaluation process post training. Further which your posting will be done at Zerone, either in our Infopark office or CSEZ office.

Looking forward to see you grow with us at Zerone.

We wish you all the best for the training programme! ☺

Warm regards,

Betcy Sally Thomas

Executive- Human Resources



+91 484 2415131 | +91 484 2415132 | +91 484 2415133 | Ext: 205

www.zerone-consulting.com

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sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment Program 2019 Confirmation

6 messages

Sonu Jose <sonu.jose@infosys.com>

Tue, Sep 18, 2018 at 1:54 PM

To: "Sahadevan R." <Sahadevan@scmsgroup.org>, SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>



Dear Prof. Sahadevan,

Greetings from Infosys!

We are entering into yet another exciting season of campus recruitment and we are elated you have chosen to partner with us this year. In continuation to our earlier email and discussions we are pleased to confirm our presence at your institute on **10th and 11th October 2018** for campus recruitment as a **Day 1 exclusive** company.

Please find below the schedule for the event,

Activity	Duration	No. of Questions
Day 1		
Company PPT and Q&A session	60 mins	NA
Online registration	10 mins	NA
Test-Section I/Arithmetic Reasoning and Analytical Thinking	25 mins	15 questions
Test-Section II/ Mathematical critical thinking and Logical reasoning	35 mins	10 questions
Test Section III/Test of communicative English	35 mins	40 questions
Day 2		
Interview(s)	As per schedule shared on Day 1	

Since the test process would be an online assessment we require your system details as per the attached format. Kindly share this '**System Information Sheet**' by **25-September-2018**. Also find attached the '**Student details sheet**' in which the data of eligible students is to be shared by **30-September-2018**. Kindly refer to the eligibility document shared with you through our earlier email.

Please share the attached '**Important Instructions to Students**' and '**Scholastic Average Sheet**' with the eligible candidates and communicate to them to adhere to the recommended time lines. The students need to carry a hand filled hard copy of the "Scholastic

Average Sheet" on the day of the test process.

Kindly note: The processes are system driven, hence any changes or additions post the cutoff date shall not be entertained.

Look forward to a very fruitful association with your institute this year!

Regards,





Sonu Jose

Talent Acquisition – Infosys Limited



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4 attachments





-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: "Mahendra K.S." <mahendra@scmsgroup.org>

Wed, Sep 19, 2018 at 10:27 AM

[Quoted text hidden]

4 attachments

-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: Sonu Jose <sonu.jose@infosys.com>
Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>

Mon, Sep 24, 2018 at 2:54 PM

Dear Sir,

Thanks for the confirmation of Infosys recruitment drive on **10th and 11th October 2018** as Day1 exclusive company. As per the mail, I am attaching herewith the filled System Information Sheet for your kind reference.

Regards

Mr. Mahendra K. S.
Placement Officer
SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450330



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment : Selected Candidates

1 message

SSET <sset@scmsgroup.org>

Fri, Oct 12, 2018 at 11:55 AM

Bcc: Jayesh Red <jayeshred20@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, adarsh sisi tk Ashi <adarshsasi.tk@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, althafashruf997@gmail.com, amalnambiar97@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand Anil <anandanil1997@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, apu joseph <apujoseph55@gmail.com>, aravindsabu5453@gmail.com, Aravind Uday <aravind.uday97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun krishna <arjunkrishna288@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswinpushkar@gmail.com, aswin chand <ppaswinlatha@gmail.com>, athuljyothis18@gmail.com, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, vpoyil@yahoo.co.in, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, bonny thomas <bonnythomask@gmail.com>, Clement Davis <clement.davis56@gmail.com>, Dany VA <danyvadassery@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, eby paulachan <ebypaulachan6413@gmail.com>, emmanuel joy <emmanuelJoy11@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, gauthamkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Gokul Anil <gokulanil48@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Haresh ps <hareshps418@gmail.com>, "Hari govind .a" <harimadhavam10@gmail.com>, iguzz creations <ignaciouscherian123@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, JEFFREY SHAJI <jeffreyshaji1997@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, jithild@gmail.com, Jithin Joseph <jithin7797@gmail.com>, joel antony <joelantonyalbert@gmail.com>, John Zachariah <johnzach96@gmail.com>, joseph sabu <josephsabu360@gmail.com>, joswin m o <joswinmo44@gmail.com>, jussaim007@gmail.com, maheshchandrababu97@gmail.com, Arunjith Kr <arunvi67@gmail.com>, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni Menon <krishnanunni.n.menon@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongeorge97@gmail.com>, Luke Dennis <lukedennis007@gmail.com>, manumohan0173@gmail.com, Mohammed Sahal <mohammedsahal356@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Nandagopal MNair <nandagopalnmair7@gmail.com>, nandhusanthosh22@gmail.com, Naveen Gopalakrishnan <naveengoploo@gmail.com>, Neil Jacob Abraham <neiljacobabraham@gmail.com>, Nigal Paul <nigalpaul61@gmail.com>, NIKHIL GEORGE <nikhilpopzgeorge@gmail.com>, nikhil George <nikhilmgeorge@gmail.com>, NITHIN KV <nithinkarurussi@gmail.com>, Nithin Raveendran <nithinraveendrann@gmail.com>, aravindba50@gmail.com, Raghav Sunil <raghavsunil.sachu@gmail.com>, Rahulk Pankajakshan <rahulkpankajakshan@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Rojin Jose <rojinjose282@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajith m p <sajithmp97@gmail.com>, Sanjay Mathew <sanjaymathew83@gmail.com>, Saul Joy <saul12joy@gmail.com>, Sebastian Jacob <sebjak459@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, Shawn Thomas George <shawnthomas97@gmail.com>, shifashameed16@gmail.com, Shreeram Raghupathy <shreeramcbe@gmail.com>, sreejith.r@live.com, Thoppil Sreejith <tsreejith999@gmail.com>, ts sreejith <sreejithoknow@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, thomas.joji@outlook.com, "THOMSON N.K" <thomsonnkmeloor@gmail.com>, Rahul Vinod <rahulvi1987@gmail.com>, Hari Krishnan <harikrishnan910@gmail.com>, j.vaisu97@gmail.com, Varun Jain <vjkhersingh@gmail.com>, VIMAL RANJEEV <vimalranjeev9@gmail.com>, Vivek K Sunil <vivekksunil100@gmail.com>, vysakksreenivas@gmail.com, abhay krishnan <abi007krishnan@gmail.com>, "ABHIJITH .V" <abhijithv575@gmail.com>, archeroono Gaming <girarcus@gmail.com>, allrounder sport <abhinandtheallrounder@gmail.com>, Abind Krishna <abindkrishna47@gmail.com>, Ajith Sankar <ajithsankar90@gmail.com>, ALAN ANTO <alananto1997@gmail.com>, albinmp4@gmail.com, allenmathews@rediff.com, Ambady Anil <ambadyanil007@gmail.com>, ANAND KC <anand.appu321@gmail.com>, Athul Ashok <athulashok300696@gmail.com>, Ayoob Ameen <ayoobameenpukodaly@gmail.com>, AZHAR IBRAHIM <azharrockz786@gmail.com>, "Ben k.s" <benchlsea@gmail.com>, Bijil Babu <bijilbabu470@gmail.com>, Chandra Prakash <chandraprakashplr@gmail.com>, charukesh pm <pmcharukesh@gmail.com>, "devakrishna c.premji" <devakrishnac@gmail.com>, Godfrin Dual <godfrindualj@gmail.com>, Hashim Hamza <hashimblackkp96@gmail.com>, Jayakrishnan B <jayakrishna50@gmail.com>, jayakrishnan.jkb@gmail.com, joyjithin244@gmail.com, Karthik Ramanathan <karthikramanath96@gmail.com>, Krishna Vini <krishvini1309@gmail.com>, Leo Swithin <leoswithin710@gmail.com>, Rohith M <rohithm26@gmail.com>, MOHAMMED AZIL <azilerattakulam@gmail.com>, Mohammed Shahinsha <shahinsha96@gmail.com>, Sachin George <sachingeorge97@gmail.com>, ROSHAN JOHN MATHEW <rjm77255277cw@gmail.com>, sachin ks <777sachinks@gmail.com>, s_santhanu@ymail.com, Jhonson

Sl No	Name	Email ID
1	Santhanu S Nair	s_santhanu@ymail.com
2	Anand Lokanath	anandlokanath123@gmail.com
3	Anne Jacob	annejacobkunnumpurath@gmail.com
4	Aswin Balachandran	aswin456@gmail.com
5	Devika S	devuolavaipu@gmail.com
6	FAHMIN FIROZ	firozfahmin@gmail.com
7	Gayathri V Marar	gaya3viswanath@gmail.com
8	Greety C Maria	greetyc@gmail.com
9	Jiya Joy	jiyajoy397@gmail.com
10	Mariya Roy	mariyaroy21@gmail.com
11	Rahendhu Haridas	rahendhuhari9@gmail.com
12	Roshni Pavithran	roshnipavithran9@gmail.com
13	Shanaraj V K	iamshanashan@gmail.com
14	Sunairah Syed Mahin	sunairah96@gmail.com
15	Tina Maria Kurian	mtinu12@gmail.com
16	Alisha K Thomas	ca-521@scmsgroup.org
17	Amal Jaison	amaljaison.k@gmail.com
18	Amalu Prem	amalupremc@gmail.com
19	Anamika T S	ca-520@scmsgroup.org
20	Anu Jeevan	anujeevan19@gmail.com
21	Ayana Lalan K	ca-524@scmsgroup.org
22	Dheesha O K	jdeeshaprakash@gmail.com
23	Aarathy Menon	aarathymenon21@gmail.com
24	Aditya Hari	adityahari96@gmail.com
25	Aiswarya K	aiswarya414@gmail.com
26	Ajay Paul	a4ajay619@gmail.com
27	Akamksha Mohandas	akamksha222@gmail.com
28	Alen Joseph Benny	alenjbenny24@gmail.com
29	Alina Job	alinajob97@gmail.com
30	Aswathi N Kutty	aswathink1997@gmail.com
31	Athira S Menon	menonsathira@gmail.com
32	Ayisha Jalal	ayishajalal97@gmail.com
33	Ayisha Safrin	ayishasafrinp@gmail.com
34	Deepthi V S	deepthyworld@gmail.com
35	Dennis Kuruvilla	denniskuruvilla777@gmail.com
36	Devanand P	devanannd@gmail.com
37	Divya S Anand	divyasanand.22@gmail.com
38	Donna Maria Spencer	donna.spencer95@gmail.com
39	Godvin Poullose	godvinpoullose2@gmail.com
40	Gopika Prakash	gopikaparakash09@gmail.com
41	Gopika Raj	raj.gopika97@gmail.com
42	Harikrishnan D	hari555.hd@gmail.com
43	Harita Ranjit	harita.ranjit@yahoo.com
44	Hawas Alakkal Musthafa	hawasmusthafa@gmail.com
45	Ijas A H	ijas.ah96@gmail.com
46	K S Keerthi	keerthi.s.geet@gmail.com

47	Karthika K Nair	nairkarthika238@gmail.com
48	Kavya Bharathan	kavyasakb@gmail.com
49	Malavika Prakash	malavikapraakashkumar@gmail.com
50	Maria .	mariatoffee@yahoo.in
51	Misna Ali	misna123@gmail.com
52	Neil Dianitius	neildiny@gmail.com
53	Nidhi O R	nidhirajeev2015@gmail.com
54	Razmil Minhaj	razmilminhaj007@gmail.com
55	Renjima E Rajan	renjimaerajan@gmail.com
56	Riya Samuel	riyavsamuel@gmail.com
57	Rose Mary Poly	rosemarypoly777@gmail.com
58	Sachin P	sachin.puthiyaparamban@gmail.com
59	Sajna Sajeev	sajna399@gmail.com
60	Samal Muhammed	samalsunil0@gmail.com
61	Sarath M R	sarath6306@gmail.com
62	Shahsad Abdullah	shahsad1995@gmail.com
63	Sharath Srikumar Nair	sharath_nair@outlook.com
64	Sidharth V	sidharth.v.mtr@gmail.com
65	Smitha Sunny	sinnansunny97@gmail.com
66	Sreedath P S	sreedathps19@gmail.com
67	Sreelakshmi R Raju	sreelakshmilachus271097@gmail.com
68	Sudhiesh Kumar	sudheeshxyril08@gmail.com
69	Swetha K P	swethasurendran02@gmail.com
70	Vishnu C	vishnu080797@gmail.com
71	Vishnu Vijayakumar	vishnu7197@gmail.com
72	Vismaya Bhaskaran	vismayabhaskaran97@gmail.com
73	Vyshanavi R	achumambrol@gmail.com
74	Zerene Anwar	zerene999@gmail.com
75	Amrutha Anilkumar	amruthaanilkumar24@gmail.com
76	Angelina Teresa	angelinateresa79@gmail.com
77	Anjaly Antony	anjalyantony97@gmail.com
78	Arjun K Ajayan	arjunkajayan1997@gmail.com
79	Darsana K C	darsanakc@gmail.com
80	Ganesh M Nair	nairganesh98@gmail.com
81	Harsha Pradeep	hp46985@gmail.com
82	Hridhya Jolly K	hridhya97@gmail.com
83	Jyothika S Philip	jyothikasphilip@gmail.com
84	Kajal Sathian	kajalsathyan@gmail.com
85	Krishna R Kumar	krishnapavizham35@yahoo.com
86	Krishna Sudheer C	krishnasudheer006@gmail.com
87	Mohitha Thampy	mohithathampy@gmail.com
88	Nivedita B	niveditakarar@gmail.com
89	SACHIN FRANCIS	sachinfrancis212@gmail.com
90	Sadhiya E M	sadhiyaem@gmail.com
91	Sarath S	sarathsmailbox1997@gmail.com
92	Shwetha Mary Sam	shwethamary123@gmail.com
93	Surya Joseph	suryaj9128@gmail.com

94	Akhila Anil	akhilaanilseven@gmail.com
95	Akhilnath K A	akhilnathka303@gmail.com
96	Amal Johnson	amaljohnsonkannampuzha@gmail.com
97	Anand M C	anandmatheth@gmail.com
98	Anjala Khan M N	anjalakhan98@gmail.com
99	Aparna Ajayakumar	aparnaakumartp@gmail.com
100	Fathima S	fathimashajahan319@gmail.com
101	Irene G Alapatt	irenegalapatt@gmail.com
102	Jyothi Krishna M V	jyothikmv@gmail.com
103	Sabeena Sandra	sandrasaval11@gmail.com
104	Sanjay Krishna T S	sanjaykrishnats@gmail.com
105	Sanju Bhaskar K S	sanjusindhuraj@gmail.com
106	Manju Chandran	manjuchandran36@gmail.com
107	Raafath Abdul Kadar	akraafath@gmail.com
108	A J Jayesh	jayeshred20@gmail.com
109	Aashik Salim	aashiksalim97@gmail.com
110	Akhil K M	km.akhil005@gmail.com
111	Alfred Lonappan Pidiyath	alfred.281997@gmail.com
112	Anand Anil Nair	anand.uthram@gmail.com
113	Anil Manjaly Anto	anilanto007@gmail.com
114	Aswin C	aswin4054@gmail.com
115	Fredy C Jose	fredycheerakathil@gmail.com
116	Gopikrishnan S	gopikrishnanshaji@gmail.com
117	John Zachariah	johnzach96@gmail.com
118	Kurian Paul	kurianpaul10@gmail.com
119	Kurumpolil Mahesh Chandra Babu	maheshchandrababu97@gmail.com
120	Manu Mohan	manumohan0173@gmail.com
121	Naveen Gopalakrishnan	naveengoploo@gmail.com
122	Rahul Ramesh Menon	rahulrmenon1996@gmail.com
123	Risvan T M	risvantmajeed.17@gmail.com
124	Rithesh K Thomas	ritheshkthomas@gmail.com
125	Robin Sebastian	sebastianrobin543@gmail.com
126	Sajith M P	sajithmp97@gmail.com
127	Saul Joy	saul12joy@gmail.com
128	SHREERAM RAGHUPATHY	shreeramcbe@gmail.com
129	Thomas George	thomas.joji2718@gmail.com
130	Thomson N K	thomsonnkmloor@gmail.com
131	Vimal Ranjeev	vimalranjeev9@gmail.com

[illegible]

[illegible]

[illegible]



HRD/3T/19-20/12746972

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

August 1, 2019

Dear Aswin,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.08.01 14:29:27 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12746972

August 1, 2019

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

Dear Aswin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Inter est	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747002

July 08, 2019

Ms. Fathima S
Candidate ID: 12747002
Firdous, Kannothe Road,
Unichira Thykavu, Changampuzha Nagar P.O
Ernakulam - 682033
Kerala
India
Ph: (91) 94957 36729

Dear Fathima,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 16, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746961

September 6, 2019

Mr. Santhanu S Nair
Candidate ID: 12746961
Pranavam, Tc-9/2044-1,
Kochar Road, Sasthamangalam
Thiruvananthapuram - 695010
Kerala
India
Ph: (91) 94967 76828

Dear Santhanu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746797

September 6, 2019

Mr. Anand Lokanath
Candidate ID: 12746797
Lovely,
Tuneri, Vatakara
Kozhikode - 673505
Kerala
India
Ph: (91) 99461 97881

Dear Anand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747001

September 5, 2019

Ms. Devika S
Candidate ID: 12747001
Sreesailam,
Olavaipu P O, Cherthala
Alappuzha - 688526
Kerala
India
Ph: (91) 98466 86370

Dear Devika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746945

August 1, 2019

Mr. Fahmin Firoz
Candidate ID: 12746945
Mookada House,
Perumbavoor P.O
Ernkulam - 683542
Kerala
India
Ph: (91) 82817 27519

Dear Fahmin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746932

September 5, 2019

Ms. Gayathri V Marar
Candidate ID: 12746932
Padickal Marath,
Thuruthissery, Mekkad P.O
Ernakulam - 683589
Kerala
India
Ph: (91) 94977 96759

Dear Gayathri,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746982

September 5, 2019

Ms. Greety C Maria
Candidate ID: 12746982
Thekkekkara House,
Kidangoor P.O, Angamaly
Ernakulam - 683572
Kerala
India
Ph: (91) 93495 14825

Dear Greety,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746930

July 30, 2019

Ms. Jiya Joy
Candidate ID: 12746930
Kooren House,
Providence Road
Ernakulam - 682018
Kerala
India
Ph: (91) 97459 05240

Dear Jiya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746989

September 5, 2019

Ms. Mariya Roy
Candidate ID: 12746989
Chintavalappu Flats Block, 7 F.2, F2,
Puthyara P.O
Kozhikode - 673004
Kerala
India
Ph: (91) 96450 65270

Dear Mariya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746934

July 09, 2019

Ms. Rahendhu Haridas
Candidate ID: 12746934
H.No. 9/602 A1,
Pandikudy, Mattanchery P.O
Ernakulam - 682002
Kerala
India
Ph: (91) 75108 59589

Dear Rahendhu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746975

July 09, 2019

Ms. Roshni Pavithran
Candidate ID: 12746975
Kavil House,
Asokapuram P.O, Aluva
Ernakulam - 683101
Kerala
India
Ph: (91) 94009 37310

Dear Roshni,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747004

July 08, 2019

Ms. Shanaraj V K
Candidate ID: 12747004
Udayam,
Thiruvangad P.O, Thalassery
Kannur - 670103
Kerala
India
Ph: (91) 97456 12751

Dear Shanaraj,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 07, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746898

September 6, 2019

Ms. Sunairah Syed Mahin
Candidate ID: 12746898
Harisree Sreesylam Apts, Flat No B1B2,
Veliyannoor, Kokkala
Thrissur - 680021
Kerala
India
Ph: (91) 98957 44463

Dear Sunairah,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746892

July 09, 2019

Mr. Devanand P
Candidate ID: 12746892
Parayil(H),
Aruvai, Pazhanji P O
Thrissur - 680542
Kerala
India
Ph: (91) 81369 30090

Dear Devanand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746907

July 08, 2019

Ms. Rose Mary Poly
Candidate ID: 12746907
Ponthempilly House,
Chengal, Kalady P.O
Ernakulam - 683574
Kerala
India
Ph: (91) 95440 09953

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746786

September 6, 2019

Ms. Zerene Anwar
Candidate ID: 12746786
Hazeena Cottage,
Ettumanoor P.O
Kottayam - 686631
Kerala
India
Ph: (91) 81368 10429

Dear Zerene,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746912

September 5, 2019

Ms. Angelina Teresa
Candidate ID: 12746912
Chakkalakal House,
Vaduthala
Ernakulam - 682023
Kerala
India
Ph: (91) 98479 69804

Dear Angelina,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 14, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746951

September 6, 2019

Mr. Arjun K Ajayan
Candidate ID: 12746951
6713, C /Keetharaparambil,
Kurishupally Road, Perumanoor
Ernakulam - 682015
Kerala
India
Ph: (91) 80899 11067

Dear Arjun,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746970

September 5, 2019

Mr. Ganesh M Nair
Candidate ID: 12746970
Aiswarya, Vadakkethara,
Pazhayannur P.O
Thrissur - 680587
Kerala
India
Ph: (91) 73566 38599

Dear Ganesh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746966

July 08, 2019

Ms. Jyothika S Philip
Candidate ID: 12746966
Jyothis, Madathil Lane,
Thottakkattukara, Aluva
Ernakulam - 683108
Kerala
India
Ph: (91) 82815 58822

Dear Jyothika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





sset last name <sset@scmsgroup.org>

TCS Ninja hiring 2019 #Recruitment#

11 messages

Shahanas S <shahanas.s@tcs.com>

Thu, Aug 9, 2018 at 10:28 AM

To: santharamrao.cp@gmail.com, tandp.aset@ahalia.edu.in, vksreehari@gmail.com, josepmathew@gmail.com, thomas.k.paul@gmail.com, shashidharan@ammini.edu.in, placement@awhengg.org, axisdirectoradmn@gmail.com, tpc@bccarmel.ac.in, bijomatta@gmail.com, renjithrkc@gmail.com, cetpplacement@gmail.com, cgpucea@gmail.com, cgpc.cemp@gmail.com, cgpucek@gmail.com, cgpcckgr@gmail.com, placement@cemunnar.ac.in, tpcetkr@gmail.com, placementciv@gmail.com, placementcek@gmail.com, ceptplacement@gmail.com, ebydavid@gmail.com, placementcell@ekc.edu.in, Nishad@farookcollege.ac.in, sajesh@gcek.ac.in, placements@gcek.ac.in, placementgecpkd@gmail.com, placement@gecskp.ac.in, remeshnair2000@gmail.com, kirangk@gisat.in, midhun@hcet.in, ukn@holykingscollege.com, tpc@holykingscollege.com, iestcrplacement@gmail.com, placement@icet.ac.in, salamaec@gmail.com, cr@jawaharlalcolleges.com, pat@jecc.ac.in, rajeshr.kmct@gmail.com, mhr.sh@kmeacollege.ac.in, placementkristujyoti@gmail.com, cinamma@gmail.com, murugaprasad.sv@gmail.com, principalofficekvm@gmail.com, placementofficerlbs@gmail.com, rahul@lbscek.ac.in, rclbs@hotmail.com, placement@lmcst.ac.in, preethisukumaran@gmail.com, kphari88@gmail.com, kkgirish@gmail.com, tpcmit@gmail.com, sebastian.joseph@mangalam.in, resmara@gmail.com, placement@mbcet.org, placement@mbits.edu.in, arunalexit@gmail.com, mctplacements@gmail.com, bsbaiju@gmail.com, placement@meaec.edu.in, anoopvarkey@mescet.ac.in, tp@mesce.ac.in, cgpc@mesitam.ac.in, asifali@mec.ac.in, rajesh@mec.ac.in, cgpc_mcet@rediffmail.com, mzcplacements@gmail.com, arifcep85@gmail.com, bsuj88@gmail.com, trng@calicut.nielit.in, placement@ncerc.ac.in, ramadeviradhakrishnan@gmail.com, abhilash_ray@yahoo.com, cgpu@riet.edu.in, anoopt@rajagiritech.ac.in, ritcgpc@gmail.com, r-tpc@outlook.com, rtpc@royalcet.ac.in, hr@sahrdya.ac.in, placements.ce@saintgits.org, babu.tv@gmail.com, sset@scmsgroup.org, sahadevan@scmsgroup.org, johnpalakkappilly@sngist.org, placement@snmimt.edu.in, sbceplacementcell@gmail.com, pradeep7383@gmail.com, upprakash@gmail.com, placement@sngcet.org, damodaran4@yahoo.com, jentyjoy@yahoo.com, suresh@sngist.org, placement@simat.ac.in, binu_s_krishnan@rediffmail.com, placement@sjcetpalai.ac.in, info@stcet.net, cvantony.50@gmail.com, tkmitplacements@yahoo.com, placement.tist@gmail.com, eapenktr@gmail.com, jithu7771@gmail.com, manager@uec.ac.in, drraneesh@vedavyasa.org, paul.chakola@vidyaacademy.ac.in, placementcell<placementcell@vidyaacademy.ac.in>, tpc@vjec.ac.in, placement_vjc@yahoo.com, placement@vjcet.org, careerfromycet@gmail.com, ashiths@mgits.ac.in, cusat.p@gmail.com, placements@fisat.ac.in, nisha@ceconline.edu, tpc@ceconline.edu, placements@mace.ac.in, nssplacement@gmail.com, tkmplacements@gmail.com, placement@gectcr.ac.in, placement@cet.ac.in, Anu Manappuram <anukm@am.amrita.edu>
Cc: Shibas Np <shibas.np@tcs.com>

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Thanks & Regards
Shahanas S
Talent Acquisition Group (Campus Recruitment)
Tata Consultancy Services
TCS Centre, Info Park P.O
Kochi -682 042



Offer: Computer Consultancy
Ref: TCSL/DT20184404940/Trivandrum
Date: 09/10/2018

Ms. Aarathy Menon
509Guruvilasam Road,
Kerala,
Ernakulam-683513,
Kerala.
Tel# 91-9847522290

Dear Aarathy Menon,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184404940

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GROSS SALARY SHEET

Annexure 1

Name	Aarathy Menon
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy
Ref: TCSL/DT20184489908/Trivandrum
Date: 09/10/2018

Ms. Ananya
Principal'S Quarters, Kendriya Vidyalaya No.1 Old Nh47,
Katari Bagh, Willingdon Island,
Kochi-682004,
Kerala.
Tel# 91-9961139399

Dear Ananya,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Ananya
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184294812/Trivandrum

Date: 09/10/2018

Mr. Anirudh Sp
SankethThrichambaram,
Taliparamba,
Kannur-670141,
Kerala.
Tel# -

Dear Anirudh Sp,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184294812

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GROSS SALARY SHEET

Annexure 1

Name	Anirudh Sp
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Ref: TCSL/DT20184451957/1243951/Trivandrum

Date: 01 June 2019

MS. ANJITHA BAIJU
Mazhuvanchery House Punnayam,
Asamannoor P.O, Ernakulam,
Kerala-683549.
Tel# 919072498853

Sub: Joining Letter

Dear Ms. Anjitha Baiju,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **17th June 2019** and your training location is **Trivandrum**. We are pleased to inform you that your work location is **Kochi** and your stream is **IT IS**. This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services Ltd.
Peepul Park, Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter



Offer: Computer Consultancy
Ref: TCSL/DT20184485490/Trivandrum
Date: 09/10/2018

Ms. Athira S Menon
Athira(H)St Peters Lane,Mc Road,
Perumbavoor,
Ernakulam-683542,
Kerala.
Tel# -

Dear Athira S Menon,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Athira S Menon
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184453947/Trivandrum

Date: 09/10/2018

Ms. Chithramol S S
Poojanivas ManakkattuVidakuzha,
Nad,
Ernakulam-683106,
Kerala.
Tel# -

Dear Chithramol S S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Chithramol S S
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy
Ref: TCSL/DT20184684150/Trivandrum
Date: 09/10/2018

Mr. George M Thottan
48/1834, Thottan House(Jks 528)Puthenpura 1,
Thanikkal, Elamakkara,
Ernakulam-682026,
Kerala.
Tel# 91-9496576721

Dear George M Thottan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



Offer: Computer Consultancy
Ref: TCSL/DT20184293891/Trivandrum
Date: 09/10/2018

Mr. Jebbin Joseph
Muringatheri House Angel Nagar,
Pottore, Kuttur,
Thrissur-680013,
Kerala.
Tel# 91-8592087284

Dear Jebbin Joseph,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184293891

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GROSS SALARY SHEET

Annexure 1

Name	Jebbin Joseph
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184458305/Trivandrum

Date: 09/10/2018

Ms. Mikhiya James
Vazhakkala HouseMelloor,
Melloor,
Chalakudy-680311,
Kerala.
Tel# -7510804504

Dear Mikhiya James,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184458305

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GROSS SALARY SHEET

Annexure 1

Name	Mikhiya James
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184560213/Trivandrum

Date: 09/10/2018

Mr. Muneer M S
101 St. Joseph Road,
Hidhayath Nagar,
Ernakulam-682022,
Kerala.
Tel# -

Dear Muneer M S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184560213

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GROSS SALARY SHEET

Annexure 1

Name	Muneer M S
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184466149/Trivandrum

Date: 09/10/2018

Ms. Heleena Joy
Areeckal House, Angamaly South P O, Nedupadam Lane, Ernakulam
Nedupadam Lane,
Angamaly South-683573,
Kerala.
Tel# -

Dear Heleena Joy,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184466149

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GROSS SALARY SHEET

Annexure 1

Name	Heleena Joy
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy
Ref: TCSL/DT20195316135/Trivandrum
Date: 18/10/2019

Mr. Jose Paul
Aswra-37, Chazhoor House K.K. Padmanabhan Road,
Ayyappankavu,
Ernakulam-682018,
Kerala.
Tel# 91-8075823273

Dear Jose Paul,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Jose Paul
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy
Ref: TCSL/DT20184461272/Trivandrum
Date: 26/07/2019

Mr. Antony Antoo
7777,
Kerala,
Ernakulam-683572,
Kerala.
Tel# -

Dear Antony Antoo,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184461272

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GROSS SALARY SHEET

Annexure 1

Name	Antony Antoo
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184572791/Trivandrum

Date: 09/10/2018

Mr. Krishnanunni Menon
NeelanjanamKizhakkepram,
Near Govt U P Schhol,Kizhakkepram,
Cochin-683513,
Kerala.
Tel# 91-8891038460

Dear Krishnanunni Menon,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Krishnanunni Menon
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



sset last name <sset@scmsgroup.org>

Speridian selected student from SCMS.

Placement Department TIST <placement@tistcochin.edu.in>
To: SSET <sset@scmsgroup.org>

Mon, Oct 29, 2018 at 1:59 PM

45 FAMY HAMEED SCMS ECE 9895636198 fam.hameed25@gmail.com

--

Thanks & Regards,
Varghese Scaria | Placement Officer
Mob: +91 9539 321 777, +91 9496 679 632
E-Mail: placement@tistcochin.edu.in | placement.tist@gmail.com
Department of Training & Placement



Arakkunnam P.O, Ernakulam, Kerala, India - 682313
Tel.(Off.)- 0484-2749600 | Fax(Off.)- 0484-2748388
Website: www.tistcochin.edu.in



sset last name <sset@scmsgroup.org>

MITSOGO Results

Placement Cell FISAT <placements@fisat.ac.in>
To: sset last name <sset@scmsgroup.org>

Thu, Nov 22, 2018 at 11:12 PM

Sir,
Here is the result.
[Quoted text hidden]

S. No.	Name	Details	College	Mark (per cent)
1	Shilpa Dija	Electronics & Communication	SCMS	800000

unnamed.png
18K

S. No.	Name	Branch	College	CTC (per annum)
1	Shilpa Biju	Electronics & Communication	SCMS	500000

20th November 2018

Offer Letter

To

Shilpa M Biju
Madathil Villa
Azhakam PO
Njalookkara
Angamaly - 683577

Dear Shilpa,

Congratulations! We are pleased to inform you that you have been selected to work for Mitsogo Technologies Pvt Ltd at its **Infopark Branch** (Mitsogo Technologies Pvt Ltd., 3rd Floor, Phase- IV, Unit No. III B, Carnival Infopark, Kochi, Kerala- 682030). We are delighted to make you the following job offer.

Designation	: Product Consultant
Cost To Company Per Annum	: Rs.5,00,000/- (Rupees Five Lakhs Only)
Working Hours	: US Shift
Working Day	: Monday To Friday
Type of employment	: Permanent

Mitsogo Technologies Pvt Ltd has the complete right to change on any of the above mentioned details at any time.

We would like you to commence employment with us. There will be a probationary period of 6 Months. The notice period for both you and Mitsogo Technologies Pvt Ltd is 1 Months (30 Days). The detailed appointment Letter will be provided at the time of joining.

We are confident you will be able to make a significant contribution to the success of Mitsogo Technologies Pvt Ltd. We are looking forward to work with you.

Yours sincerely

Lina Anil
HR Manager
hr@mitsogo.com
Mitsogo Technologies Pvt. Ltd.
0484 – 2974545

Annexure

Name : **Shilpa M Biju**
Designation : **Product Consultant**
CTC : **5,00,000/-**

Salary Break Up:

Item	Amount Per Month	Amount Per Annum
Basic	16666.7	200000.4
HRA	8333.3	99999.6
Convenyance	1600	19200
Medical Allowance	1250	15000
Other Allowance	13816.7	165800.4
Total CTC	41666.7	500000

Note:

1. You will be covered under the Employee Provident Fund Scheme from the date company's registration with EPFO is over. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and equal amount will be deducted from your salary as your contribution towards the fund.
2. TDS will be deducted as per Income Tax Rules if applicable.



sset last name <sset@scmsgroup.org>

IBS recruitment on 18th Sep 2018 - Details

2 messages

SSET <sset@scmsgroup.org>

Mon, Sep 17, 2018 at 9:55 AM

Bcc: aarathymenon97@gmail.com, Aiswarya K <aiswarya414@gmail.com>, Ajay Paul <a4ajay619@gmail.com>, akamksha mohandas <akamksha222@gmail.com>, akshay anil <akshayanil36151@gmail.com>, alen joseph benny <alenjbenny24@gmail.com>, Alina Job <alinajob97@gmail.com>, ananya asok <ananyaasok18@gmail.com>, Anirudh sp <spanirudh007@gmail.com>, Anjitha Baiju <mbanjitha.123@gmail.com>, Ash B <asniyabas15@gmail.com>, Aswathy n kutty <shraavanam@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, athira menon <menonsathira@gmail.com>, AYISHA JALAL <ayisha13997@gmail.com>, Ayisha Safrin <ayishasafrinp@gmail.com>, sschithramol@yahoo.com, Deepthi Sukumaran <deepthyworld@gmail.com>, thisisdennis@ymail.com, Dev 01 <devanannd@gmail.com>, Divya S Anand <divyasanand.22@gmail.com>, Donna Spencer <donna.spencer95@gmail.com>, George Martin <grg2312@gmail.com>, godvin poulose <godvinPoulose2@gmail.com>, gpvavachi@gmail.com, Gopika Raj <raj.gopika97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Hari Krishnan Dileep <hari555.hd@gmail.com>, harita.ranjit@yahoo.com, "IJAS A.H" <ijas.ah96@gmail.com>, Jebbin Joseph <jebbinj544@gmail.com>, "Keerthi.s. geet" <keerthi.s.geet@gmail.com>, karthika nair <nairkarthika238@gmail.com>, Malavika Prakash <malavikaparakashkumar@gmail.com>, mariatoffee@yahoo.in, Mikhiya James <mikhiyajames@gmail.com>, pinkstrawberry391 <misna123@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, ranjini888nair@gmail.com, Razmil Minhaj <razmilminhaj007@gmail.com>, rebecca joshua <rebeccawinfred@gmail.com>, riyavsamuel@gmail.com, ROHIT K F <vividrohit@gmail.com>, rosemariypoly777@gmail.com, sachin.puthiyaparamban@gmail.com, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sajna399@gmail.com, Samal Muhammed <samalsunil0@gmail.com>, Sarath Kumar <sarathrocz@gmail.com>, Sidhu V <sidharth.v.mtr@gmail.com>, sreelakshmi ps <sreelakshps19@gmail.com>, sreelakshmi lachu <sreelakshmilachus271097@gmail.com>, sudheesh kumar <sudheeshxyril08@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, Vishnu Chalil <vishnu080797@gmail.com>, Vishnu Vijayakumar <vishnu7197@gmail.com>, VISMAYA BHASKARAN <vismayabhaskaran97@gmail.com>, vyshnavi Mambrol <achumambrol@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, amruthaanilkumar24@gmail.com, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Angelina Teresa <anju81197@gmail.com>, anjaly antony <anjalyantony97@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduwaranair@gmail.com, Darsana K Chitaranjan <darsanakc@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, fam.hameed25@gmail.com, ganesh nair <nairganesh98@gmail.com>, geethy varghese <geethyvarghese@gmail.com>, hp46985@gmail.com, Heleena Joy <heleenaj1997@gmail.com>, hridhya97@gmail.com, Jyothika S Philip <jyothikasphilip@gmail.com>, kajalsathyan@gmail.com, krishnapavizham35@yahoo.com, latha sudheer <lathasdhr@gmail.com>, krishnapriyaprasad20@gmail.com, vishnu kb <vishnukb1000@gmail.com>, MARIA THOMAS <mariathomasmailackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, Mohitha Thampy <mohithathampy@gmail.com>, NEHA jayan <nehapulary@gmail.com>, nimmyjose1997@gmail.com, nivedita karat <niveditakarath@gmail.com>, sachinsureshscms@gmail.com, sadhiyaem@gmail.com, Sarath S <sarathsmailbox1997@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpa Biju <shilpabiju@yahoo.in>, shwetha sam <shwethamary123@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, surya joseph <suryaj9128@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiram@gmail.com>, Abhishek Panatt <abhishekanatt@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, Aravind Sabu Nair <aravindsabu.n@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswin chand <PPaswinlatha@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Benjamin Koola <koolabenjamin@gmail.com>, Clement Davis <clement.davis56@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, joswin m o <joswinmo44@gmail.com>, cbklink@yahoo.co.in, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni M <kunjunni22@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongeorge97@gmail.com>, Manu Mohan <itzzmemanumohan@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAS <muhammednias096@gmail.com>, nandhusanthosh22@gmail.com, NITHIN KV <nithinkarakurussi@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajithmp69@yahoo.com, Shawn Thomas George <shawnthomas97@gmail.com>, shifas hameed <shifasmonu2020@gmail.com>, Shreeram Raghupathy <shreeramcbe@gmail.com>, Thoppil Sreejith <tsreejith999@gmail.com>, Thapas Manchady

<thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, "THOMSON N.K" <thomsonnkmeloor@gmail.com>, Rahul Raj <rahulr1987@gmail.com>, j.vaisu97@gmail.com, Viji Gopal <viji@scmsgroup.org>, Sreeja Rajesh <sreejarajesh@scmsgroup.org>, neenusebastian@scmsgroup.org, arsheym@scmsgroup.org, rettygeorge@scmsgroup.org, nithyam@scmsgroup.org, Parvathy Nath R <parvathy@scmsgroup.org>, prathibha@scmsgroup.org, "Vinoj P.G." <vinojpg@scmsgroup.org>, rakesh@scmsgroup.org, samjoshy@scmsgroup.org, vidyachandran@scmsgroup.org, sanoj@scmsgroup.org, jenson@scmsgroup.org, Vinod P <vinodp@scmsgroup.org>, Saira Joseph <saira_joseph@scmsgroup.org>, VENU P <venu@scmsgroup.org>

Dear Students,

Find the details of **IBS recruitment drive**.

Organization : **IBS Software Services Private Limited**
 Designation : Software Engineer
 Date : **18th September 2018**
 Reporting time : 8.30 a. m.
 Venue : Federal Institute of Science and Technology, Mookkannoor

Eligibility Criteria: 2018 pass out – B.Tech-CS, EC, ME

Ø 70% and above in 10th, 12th and a minimum of 7.4 Cgpa for B.Tech till 5th semester
 Ø Back papers – No current back papers for any students.

Selection process includes:

1. Online Aptitude Test –AMCAT test on 18th Sep 2018
2. GD, Tech and HR Interview for shortlisted on later date

Salary Package: Rs. 3.36 lakhs per annum

The eligible students should carry the following:

1. College ID Card
2. Rough paper sheet
3. Ball pen, Pencil etc.

The following attached list of registered students must attend the test without fail.

Note: One college bus is arranged from our SSET campus to FISAT and back after the test.
 Bus will start at 7.30 a.m. from SSET to FISAT and leave FISAT after the test, likely at 12 noon..

Prof. R. Sahadevan
 Professor Placement
 SSET

Mob: 9446312828



IBS 2019 list - SSET.xls
 47K

SSET <sset@scmsgroup.org>

Mon, Sep 17, 2018 at 2:26 PM

Bcc: aarathymenon97@gmail.com, Aiswarya K <aiswarya414@gmail.com>, Ajay Paul <a4ajay619@gmail.com>, akamksha mohandas <akamksha222@gmail.com>, akshay anil <akshayanil36151@gmail.com>, alen joseph benny <alenjbenny24@gmail.com>, Alina Job <alinajob97@gmail.com>, ananya asok <ananyaasok18@gmail.com>, Anirudh sp <spanirudh007@gmail.com>, Anjitha Baiju <mbanjitha.123@gmail.com>, Ash B <asniyabas15@gmail.com>, Aswathy n kutty <shraavanam@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, athira menon <menonsathira@gmail.com>, AYISHA JALAL <ayisha13997@gmail.com>, Ayisha Safrin <ayishasafrinp@gmail.com>, sschithramol@yahoo.com, Deepthi Sukumaran <deepthyworld@gmail.com>, thisisdennis@ymail.com, Dev 01 <devanannd@gmail.com>, Divya S Anand <divyasanand.22@gmail.com>, Donna Spencer <donna.spencer95@gmail.com>, George Martin <grg2312@gmail.com>, godvin poulose <godvinPoulose2@gmail.com>, gpvavachi@gmail.com, Gopika Raj <raj.gopika97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Harikrishnan Dileep <hari555.hd@gmail.com>, harita.ranjit@yahoo.com, "IJAS

A.H" <ijas.ah96@gmail.com>, Jebbin Joseph <jebbinj544@gmail.com>, "Keerthi.s. geet" <keerthi.s.geet@gmail.com>, karthika nair <nairkarthika238@gmail.com>, Malavika Prakash <malavikaparakashkumar@gmail.com>, mariatoffee@yahoo.in, Mikhiya James <mikhiyajames@gmail.com>, pinkstrawberry391 <misna123@gmail.com>, Pavithra Guru <pavigurus@gmail.com>, ranjini888nair@gmail.com, Razmil Minhaj <razmilminhaj007@gmail.com>, rebecca joshua <rebeccawinfred@gmail.com>, riyavsamuel@gmail.com, ROHIT K F <vividrohit@gmail.com>, rosemarypoly777@gmail.com, sachin.puthiyaparamban@gmail.com, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sajna399@gmail.com, Samal Muhammed <samalsunil0@gmail.com>, Sarath Kumar <sarathrocz@gmail.com>, Sidhu V <sidharth.v.mtr@gmail.com>, sreedath ps <sreedathps19@gmail.com>, sreelakshmi lachu <sreelakshmilachus271097@gmail.com>, sudheesh kumar <sudheeshxyril08@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, Vishnu Chalil <vishnu080797@gmail.com>, Vishnu Vijayakumar <vishnu7197@gmail.com>, VISMAYA BHASKARAN <vismayabhaskaran97@gmail.com>, vyshnavi Mambrol <achumambrol@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, amruthaanilkumar24@gmail.com, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Angelina Teresa <anju81197@gmail.com>, anjaly antony <anjalyantony97@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aswathy Mohanan <aswathymohananavg@gmail.com>, binduwaranair@gmail.com, Darsana K Chitaranjan <darsanakk@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, fam.hameed25@gmail.com, ganesh nair <nairganesh98@gmail.com>, geethy varghese <geethyvarghese@gmail.com>, hp46985@gmail.com, Heleena Joy <heleenaj1997@gmail.com>, hridhya97@gmail.com, Jyothika S Philip <jyothikasphilip@gmail.com>, kajalsathyan@gmail.com, krishnapavizham35@yahoo.com, latha sudheer <lathasdhr@gmail.com>, krishnapriyaprasad20@gmail.com, vishnu kb <vishnukb1000@gmail.com>, MARIA THOMAS <mariathomasmailackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, Mohitha Thampy <mohithathampy@gmail.com>, NEHA jayan <nehapulary@gmail.com>, nimmyjose1997@gmail.com, nivedita karat <niveditakarath@gmail.com>, sachinsureshscms@gmail.com, sadhiyaem@gmail.com, Sarath S <sarathsmailbox1997@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpa Biju <shilpabiju@yahoo.in>, shwetha sam <shwethamary123@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, surya joseph <suryaj9128@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, Aravind Sabu Nair <aravindsabu.n@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswin chand <PPaswinlatha@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Benjamin Koola <koolabenjamin@gmail.com>, Clement Davis <clement.davis56@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, joswin m o <joswinmo44@gmail.com>, cbklink@yahoo.co.in, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni M <kunjunni22@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, Manu Mohan <itzzmemanumohan@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAS <muhammednias096@gmail.com>, nandhusanthosh22@gmail.com, NITHIN KV <nithinkarakurussi@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajithmp69@yahoo.com, Shawn Thomas George <shawnthomas97@gmail.com>, shifas hameed <shifasmonu2020@gmail.com>, Shreeram Raghupathy <shreeramcbe@gmail.com>, Thoppil Sreejith <tsreejith999@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, "THOMSON N.K" <thomsonnkmeloor@gmail.com>, Rahul Raj <rahulr1987@gmail.com>, j.vaisu97@gmail.com

Dear Students,

FYI. For IBS recruitment process on 18th September 2018,

Be in neat and proper college uniform. Must be in clean and neat look. Maintain silence & avoid roaming around. Must avail the college bus soon after the online test. For more details contact:

Mr. Mahendra K. S
Placement Officer, SSET
Mob: 9846963344

Prof. R. Sahadevan
Professor Placement
SSET




Campus Recruitment

Final Selects to IBS Software Private Limited

No	Name of Candidate	Branch	College
1	ROSE MARY POLY	CSE	SCMS
2	MALAVIKA PRAKASH	"	"
3	AJAY PAUL	"	"
4	KRISHNANUNNI MENON	MECH	"
5	ARAVIND SABU NAIR	"	"
6	IJAS. A. H	CSE	"
7	BREEDATH. P. S	CSG	"
8	LEANDER GEORGE	MECH	"
9	ANGELINA TERESA	ECE	"
10	VISHNU C	CSE	"
11	ANIRUDH. S. P	CSE	"
12	ANANDKRISHNA. J	MECH	"
13			
14			
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22			

We are pleased to inform that that above mentioned students have been selected to IBS Software Private Limited after the recruitment drive conducted at ITSAT, ANNAMALY on 23-IV-2018.
 Congratulations and thank you for the support extended during this recruitment drive.

For IBS Software Pvt Ltd.


 Group Manager - Human Resources

Date: 01-Nov-19

Sonu Jacob
SCMS School of Engineering and Technology, Cochin

Appointment Offer: Software Engineer

Dear Sonu Jacob,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be on **05-Nov-2019**.

Sonu

IBS Software Private Limited

Annexure -1

Please carry the following documents in original along with a Photostat copy on your date of joining. The original documents will be returned on the same day after verification.

SL No	Description
Document Checklist	
1	Printout of IBS Offer Letter/Hard copy of Offer Letter.
Documents Related to Academics	
2	SSLC / Std.10th : Mark list
3	Pre-Degree / Std.12th : Mark list
4	Graduation : Degree Certificate/Provisional Certificate
5	Graduation : Consolidated Mark list/Final Mark List
6	Post-Graduation : Degree Certificate/ Provisional Certificate
7	Post-Graduation: Consolidated Mark list /Final Mark list
8	Certificates of any additional certifications undergone
Employment Related Documents	
9	Relieving Letter and Experience Letter of all your previous employers
10	Last three months' salary slip/salary certificate from immediate previous company
Other Relevant Documents	
11	Passport
12	PAN Card
13	Aadhar Card
14	Permanent Address Proof – Voter's card /Driving License
15	Passport Size Color Photo with white background (5 in number) • Gentlemen – Formals (Tie : Optional) • Ladies - Photo in Saree / Western Formals/ Salwar
16	A digital copy of the passport size photo (300 dpi resolution) for the permanent ID card creation
17	New Hire Profile Form (This will be shared 2 weeks prior to joining date)
18	PF Account Number, UAN number, Labour Welfare Fund Account number (if any)

Other Details Required For Verification	
1	Employment Related Details
	<ul style="list-style-type: none"> Employee code at your previous companies Reference Details: Supervisor and HR contact details of your last two employers (Telephone number and Mail IDs)
2	Address Details
	<ul style="list-style-type: none"> Permanent and Current address along with PIN number

Annexure -2

Dress Code
<u>Gentlemen</u> <ul style="list-style-type: none">• Formals (Tie : Optional) : Monday- Thursday• Business Casuals - Friday
<u>Ladies</u> <ul style="list-style-type: none">• Formal Dressing (Churidhar/ Saree/Western Formals): Monday - Thursday• Business Casuals – Friday
Working Hours
<ul style="list-style-type: none">• We work five days in a week from 08:30 AM to 05:30 PM• Saturdays and Sundays are non-working days

Date: 26-Feb-19

Rose Mary Poly
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Rose Mary Poly,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Angelina Teresa
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Angelina Teresa,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

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Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Anandkrishna J
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Anandkrishna J,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

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Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Aravind Sabu Nair
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Aravind Sabu Nair,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
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3.	Transport Allowance	1,600
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7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Leander George
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Leander George,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

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Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
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Gratuity will be paid as per Payment of Gratuity Act, 1972.		

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- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.



sset last name <sset@scmsgroup.org>

Hexaware CRD 2019-Final Selects

2 messages

Rini .K.R <rini.k.r@vidyaacademy.ac.in>

Wed, Dec 5, 2018 at 12:21 PM

To: SSET <sset@scmsgroup.org>

Cc: Training & Placement Cell <placementcell@vidyaacademy.ac.in>

Dear Sir,

Following students from your college got selected after Hexaware CRD 2019.

Candidate Name	College/Institute Name	Degree	Domain
Devika Jayaram	SCMS School of Engineering and Technology	B. Tech	Electronics and Communication, B.tech
Anakha Bau	SCMS School of Engineering and Technology	B. Tech	ELECTRONICS AND COMMUNICATION, BTECH

--
Regards

Rini K R

Placement Officer
Vidya Academy of Science & Technology
Thalakkottukara P O
Thrissur - 680501
Ph: 04885 287751/52 (Ext:148)

Email: rini.k.r@vidyaacademy.ac.in
www.vidyaacademy.ac.in

SSET <sset@scmsgroup.org>

Wed, Dec 5, 2018 at 1:27 PM

To: "Rini .K.R" <rini.k.r@vidyaacademy.ac.in>

Cc: Training & Placement Cell <placementcell@vidyaacademy.ac.in>

Dear Madam,

Thanks for the selection list of our students and for the wholehearted cooperation extended for the successful completion of the drive.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala - 683 582
Office: +91-484-2450602 Mob: +91-8714504684
[Quoted text hidden]

Letter of Intent

04th Dec, 2018

Anakha Bau
SCMS School of Engineering and Technology
Kochi

Dear Anakha Bau,

We are pleased to inform you that you have been provisionally short-listed for employment as “**Software Engineer Trainee**”.

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in Siruseri, Chennai.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campus2018@hexaware.com confirming your interest in joining Hexaware.

Truly yours,

For Hexaware Technologies Limited



Satish Warriar
Associate General Manager



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

Letter of Intent

04th Dec, 2018

Devika Jayaram
SCMS School of Engineering and Technology
Kochi

Dear Devika Jayaram,

We are pleased to inform you that you have been provisionally short-listed for employment as **“Software Engineer Trainee”**.

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in Siruseri, Chennai.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campus2018@hexaware.com confirming your interest in joining Hexaware.

Truly yours,

For Hexaware Technologies Limited



Satish Warriar
Associate General Manager



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com



sset last name <sset@scmsgroup.org>

Fwd: Wipro - Elite National Talent Hunt for Engineering Graduates of 2019

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Nov 2, 2018 at 1:46 PM

Please forward this email and follow up with our students on registration for Wipro.

----- Forwarded message -----

From: lavanam.amballa@wipro.com <lavanam.amballa@wipro.com>
Date: Fri, Nov 2, 2018, 13:45
Subject: Wipro - Elite National Talent Hunt for Engineering Graduates of 2019
To:
Cc: anitha.jose@wipro.com <anitha.jose@wipro.com>

Dear Academic Partner,

Greetings from Wipro!

Wipro has launched its Elite National Talent Hunt for Engineering Graduates of 2019 initiative.

We would like inform you that the registration links are live where you may ask the eligible candidates to register by accessing below links.

Wipro Career Page <https://careers.wipro.com/elite-nth.aspx>

Facebook <https://www.facebook.com/wiprocareers/photos/a.102775326473/10156935899351474/?type=3&theater>

Twitter <https://twitter.com/WiproCareers/status/1056786411179913216>

LinkedIn: <https://www.linkedin.com/feed/update/urn:li:activity:6462551430984241152>

This initiative is a unique platform for all the interested and eligible engineers of 2019, who want to build their career with Wipro and you are playing a major role in taking this initiative one step close to Success.

Please go through the below given note, to get a better idea about this process.

1. Meanwhile you circulate the registration links through your channels, we will be sharing you few banners and posters which you may share it. Not to circulate any unauthorized postings about **National Talent Hunt** and educate the students about Wipro's recruitment policy.

Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

2. The registration link will remain same for all the colleges across India.

3. Post registration, Candidates will go through a screening process and post which they will receive a Survey link followed by document upload page where they need to upload their academic marksheets.

4. Once candidates identified as eligible to be part of National Talent Hunt, a confirmation mail (call-letter) will be sent from our end. Test process will be conducted in Mid November.

Call letter will be sent atleast a week prior to the test.

5. Call-letter will have the following details –

- a. Event Date
- b. Reporting Time
- c. Venue Details (Which will be mapped by us. Candidate will not have an option to select the Test Venue)
- d. Other Basic details with regards to eligibility and required documents.

6. Only Online Assessment will be conducted on the confirmed dates and interviews will be planned in the coming weeks.

For any further queries, you may write to **Anitha Jose** - anitha.jose@wipro.com who is the Location Campus Lead for **Kerala** region. Look forward to your support.

We shall share more updates with you on how to prepare the students which you may cascade to other fellow placement officers.

Lavanam Amballa



<http://marketing.wiprodigital.com/apps/wipro-esig/assets/images/logo-01.png>

National Campus Manager

Global Campus Hiring Team | Talent Acquisition | Bangalore

Wipro Limited

Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com



image001.jpg
3K

SSET <sset@scmsgroup.org>

Fri, Nov 2, 2018 at 3:45 PM

Bcc: abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, Ahmed Sharafudeen <ahmedzsha97@gmail.com>, aiswarya johnson <aiswaryajohnsonpl@gmail.com>, ajaisooryan@yahoo.com, Ajay Warriar <ajayrwarrier@gmail.com>, Akhil Anders JR <akhilandersjr@gmail.com>, akshay anil <akshayanil36151@gmail.com>, Akshay Anil <akshayanil007@gmail.com>,

amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerasar@gmail.com, Ash B <asniyabas15@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraj <deepak.deeraj97@gmail.com>, derin.jose01@gmail.com, Don jose <jodonjo@gmail.com>, doyalsabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, harsh madani <harsh.madani36@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, pranav_97@live.com, PRAVEEN PRINCE <praveenprince7165@gmail.com>, rahidh saheer <Rahidhrockz@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Raizal Faizy <Raizalfaizy11@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeetha Sajudheen <sajeethasajudheen23@gmail.com>, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, R-Kedgaming <vaishakm6@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilnambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewwattoly@gmail.com>, amith ravi <raviamith123@gmail.com>, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduwaranair@gmail.com, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, deepthyta1234@gmail.com, Derick davis <derickd20000@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, geethyvarghese123@gmail.com, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, jonathiyep@yahoo.com, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasmailackal@gmail.com>, mtvc1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapibrahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <saahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rhlmsh123@gmail.com>, Raniya saeed <sraniya855@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, Sandhya Krishnakumar <97sandhya@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpa Biju <shilpabiju@yahoo.in>, shilpapprasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, Sidharth Karat <sidharthk97@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>, abhijithajith21@yahoo.com, Adersh Ajith <adersh.ajith@gmail.com>, AISWARYA SHAJI <aiswaryaarackal27@gmail.com>, Albert Anto <albertanto608@gmail.com>, Ananthakrishnan R <ananthu763@gmail.com>, Anjana Warriar T <anjanatwarriar@gmail.com>, Ann Mary <annmarypaul099@gmail.com>, Antony Antoo <antonyantoo97@gmail.com>, antony vithayathil <vithayathilantony@gmail.com>, ARJUN HARI <arjunharikkam@gmail.com>, Ashik Pa <iambigcr7@gmail.com>, aswinip921@gmail.com, badish ca <badishblaze@gmail.com>, Benet Kolamkanny <benetbabu2828008@gmail.com>, BENIT BENNY <benitbenny@gmail.com>, jagadeesan cm <cm.jagadeesan0022@gmail.com>, Christeena John <christeenava@gmail.com>, Darshan Darshan <darshan.k.pradeep@gmail.com>, edwin george <edwingeorge123456789@gmail.com>, elsa antony <elsaantony100@gmail.com>, Gautham Sunil <gauthamsunil@gmail.com>, george m joy <georgemjoythegreat@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, gowriraveendran58@gmail.com, HARIKRISHNAN PALERI <hari444.paleri@gmail.com>, hasif rehman <hasifrehman.7@gmail.com>, Jobin Biju <jobinbiju@gmail.com>, jovithomas@gmail.com, krishnaja k <krishnajak67@gmail.com>, LAHIN SHAROOQUE <lahinsharooque@gmail.com>, Maneesh Murali <maneesh4evr@gmail.com>, MARTIN PAUL <martin1234paul@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Muhzin Muhammed <muhzin524@gmail.com>, Neelkrishna M <neelkrishna555@gmail.com>, pauljo thomas <pauljothomas37@gmail.com>, RONY DAVIS <ronykDavis@gmail.com>, ERROR 404 <sachinvarma930@gmail.com>, Sam JACOB ROY <samjacobroy@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shameem shad <shadbrother1@gmail.com>, shradhajith@gmail.com, shreeram kc <shreeram.skc@gmail.com>, Siddharth Nair <siddharthnair4u@gmail.com>, sonnetpkunju@gmail.com, sreelakshmimanattu@gmail.com, sreyadasp@gmail.com, tomsajiv@outlook.com, Vinayachandran P <vinayachandra001@gmail.com>, Vichu comm <vishnunair.sr@gmail.com>, Vivek George <vikig4188@gmail.com>, "Padmakumar P.K" <pradeeppadmakumar@gmail.com>, WILLFRED M VARGHESE <willfredmvarghese2020@gmail.com>, yadhu ramesh <yadhuramesh96@gmail.com>, AISWARYA MENON <aishu191995@gmail.com>, Nazreen Sakheer <ajunazreen95@gmail.com>, Anagha S <anaghaajith1995@gmail.com>, Arya Aanand <aryaanand54@gmail.com>, eshithakv46@gmail.com, jameena va <jameenas9@gmail.com>, megha varghese <meghavarghese12@gmail.com>, sonali john <sonalijohn9@gmail.com>, swathi7181@gmail.com, Swathy



sset last name <sset@scmsgroup.org>

Fwd: NTH - Final selects - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY(SCMS)

1 message

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 14, 2019 at 12:54 PM

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450330 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>



SCMS
GROUP OF EDUCATIONAL INSTITUTIONS

----- Forwarded message -----

From: anitha.jose@wipro.com <anitha.jose@wipro.com>
Date: Mon, Jan 14, 2019 at 7:51 AM
Subject: NTH - Final selects - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY(SCMS)
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>



**Elite National
Talent Hunt-2019**

Wipro Elite National Talent Hunt 2019 | List of Selected Candidates

Dear Academic Partner,

Greetings from Wipro!

We are glad to inform that **Elite National Talent Hunt 2019** has run seamlessly, and we share its success with you! We appreciate the hard work and efforts of every one who has contributed to this, and hope this event has brought the students at your institute a step closer to their dream goal.

At the final stage of the event, we are pleased to share the results of the Interview rounds conducted in the month of December 2018. Please find the list of students who have cleared the Selection Process and received the online 'Letter of Intent' to join Wipro.

S No	Resume No.	Candidate Name
1	8264481	JINU
2	8258822	Rohit
3	8280928	Aswathy
4	8383612	T A Deepthy
5	8382610	C M Jagadeesan
6	8482833	Arjun
7	8469777	Jovito
8	8482439	NEHA
9	8481498	SAJEEHA
10	8481916	ALEX
11	8470849	Anandkrishna
12	8455697	Ajay
13	8519565	POOJA
14	8271857	Rebecca
15	8404847	V Rahul

Your cooperation and faith has helped us achieve this, and we sincerely appreciate it.

We look forward to such synergy in future and solicit your continued support.



APPOINTMENT LETTER

May 9, 2019

Dear **Pooja Jayakrishnan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Pooja Jayakrishnan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 8, 2019

Dear **Aswathy A,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Aswathy A

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 9, 2019

Dear **Rebecca Joshua**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Rebecca Joshua

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 9, 2019

Dear **Sajeetha K S**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
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- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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Bengaluru 560 035
India

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ANNEXURE III
SALARY OFFER SHEET

Name : Sajeeha K S

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 10, 2019

Dear **Alex Mathew**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
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- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Alex Mathew

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 13, 2019

Dear **Aswathy Mohanan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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India

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C : L32102KA19A5PLC020800



ANNEXURE III
SALARY OFFER SHEET

Name : Aswathy Mohanan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 9, 2019

Dear **T A Deepthy**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : T A Deepthy

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 7, 2019

Dear **Neha Jayan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Neha Jayan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 9, 2019

Dear **Jovito Thomas**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Jovito Thomas

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 9, 2019

Dear **Anandkrishna J,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Anandkrishna J

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 8, 2019

Dear **Jinu Manoj**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Jinu Manoj

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 9, 2019

Dear **V Rahul**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
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- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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ANNEXURE III
SALARY OFFER SHEET

Name : V Rahul

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
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sset last name <sset@scmsgroup.org>

Travancore Analytics Results

Varun Jose <cr.rajagiri@gmail.com>
To: Placement Cell - RSET <pc.rajagiri@gmail.com>
Bcc: sset@scmsgroup.org

Tue, Feb 26, 2019 at 8:24 PM

Hi,

Greetings from Rajagiri !!!

Below mentioning the results for Travancore Analytics

Sl. No	Name	College
1	Nimmy Jose	SCMS
2	Senorita Jose	CUSAT
3	Kevin Mathew Varghese	Saintgits

Thanks & Regards

VARUN JOSE

Placement Executive

Rajagiri School of Engineering & Technology

Rajagiri Valley P.O , Kakkanad, Kochi. 682039

Mob: +91 9048104959

Ph : +91 484, 2660999 - Extension - 313

Fax : +94 484 2426241

WLL : 0484 2660888

www.rajagiritech.ac.in/Home/Placement



sset last name <sset@scmsgroup.org>

Register for Factweavers recruitment

12 messages

SSET <sset@scmsgroup.org>

Wed, Dec 19, 2018 at 3:27 PM

Bcc: abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, Ahmed Sharafudeen <ahmedzsha97@gmail.com>, aishwarya johnson <aishwaryajohnsonpl@gmail.com>, ajaisooryan@yahoo.com, Ajay Warriar <ajaywarriar@gmail.com>, Akhil Anders JR <akhilandersjr@gmail.com>, akshay anil <akshayanil36151@gmail.com>, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraj <deepak.deeraj97@gmail.com>, derin.jose01@gmail.com, Don jose <jodonjo@gmail.com>, doyalSabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, harsh madani <harsh.madani36@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, pranav_97@live.com, PRAVEEN PRINCE <praveenprince7165@gmail.com>, rahidh saheer <Rahidhrockz@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Raizal Faizy <Raizalfaziy11@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, R-Kedgaming <vaishakm6@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilmambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewvattoly@gmail.com>, amith ravi <raviamith123@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, deepthyta1234@gmail.com, Derick davis <derickd20000@gmail.com>, elsa antony <elsaammu16@gmail.com>, geethyvarghese123@gmail.com, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, jonathiyep@yahoo.com, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasaliackal@gmail.com>, mtvc1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapibrahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <sahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rhrlmsh123@gmail.com>, Raniya saeed <sraniya855@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, Sandhya Krishnakumar <97sandhya@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpapprasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, Sidharth Karat <sidharthk97@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>

Dear Students,

Factweavers Technologies, a 4-year-old company with 20+ international clients in US and UK is recruiting 2019 batch students.

With over 50+ experienced engineers, they have excelled in building a number of products for our clients. Over the time, they have a build number of end to end applications based on Big data search and analytics. They have taken complete ownership of various products including project management, web building, backend building, and maintenance.

On behalf of their expansion plan, they are planning to hire 10+ freshers developers from our 2019 batch.

Venue: Will be informed via email.
Time: 11 am to 5 pm
Test: 45 min computer programming and 30 min English test.
Cutoff mark /back-papers: **No criteria**
Salary: 2 lakhs CTC

They need only **interested candidates** rather than numbers, Those interested students must register their names with placement office (sset@scmsgroup.org) **on or before 27th December 2018, 3 pm.**

They will arrange a venue for the placement test and interview based on students quality.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450602 Mob: +91-8714504684



Company Profile (1).pdf
400K

aleena avarachan <aleenaavarachan1@gmail.com>
To: SSET <sset@scmsgroup.org>

Thu, Dec 20, 2018 at 1:19 PM

I would like to register for Factweavers

Aleena Avarachan
S7 ECE 1
[Quoted text hidden]

greenarison1109 <greenarison1109@gmail.com>
To: SSET <sset@scmsgroup.org>

Wed, Dec 26, 2018 at 10:46 AM

Respected Sir,

I, Greena Maria Rison of S7ECE1, SEC/6766/15,SCM15EC031, would like to attend the placement conducted by Factweavers . I here by request you to include my name for the placement going to be conducted.

Obediently
Greena Maria Rison

Sent from my Samsung Galaxy smartphone.
[Quoted text hidden]

sidharth raj k.k <kksidharthraj@gmail.com>
To: SSET <sset@scmsgroup.org>

Wed, Dec 26, 2018 at 12:36 PM

SIDHARTH RAJ K K , S7 -ECE2
Interested in Factweavers recruitment .
[Quoted text hidden]

mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>
To: SSET <sset@scmsgroup.org>

Wed, Dec 26, 2018 at 2:30 PM

MOHSIN ABDUL SHUKOOR S7 EC 2
interested in FactWeaver's recruitment

mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>

Wed, Dec 26, 2018 at 2:34 PM

To: SSET <sset@scmsgroup.org>

MOHSIN ABDUL SHUKOOR, S7 EC 2
Interested in FactWeaver's recruitment.

Jonath Tharian <jonathiyype@yahoo.com>
To: SSET <sset@scmsgroup.org>

Mon, Jan 7, 2019 at 9:40 PM

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Jonath Tharian <jonathiyype@yahoo.com>

Thu, Jan 10, 2019 at 10:51 AM

Registration already closed on 27th December 2018.

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: "Sindhu C.K." <sindhuck@scmsgroup.org>
Cc: "Dr. Sherin Alex" <sherinalex@scmsgroup.org>, indu nair <indunair@scmsgroup.org>

Wed, Jan 16, 2019 at 12:47 PM

Dear Madam,

Factweavers Technologies, a 4-year-old company with 20+ international clients in US and UK is recruiting 2019 batch students. The date of drive is tentatively during first week of February 2019. Company profile is attached for your reference.

With over 50+ experienced engineers, they have excelled in building a number of products for our clients. Over the time, they have a build number of end to end applications based on Big data search and analytics. They have taken complete ownership of various products including project management, web building, backend building, and maintenance.

On behalf of their expansion plan, they are planning to hire 10+ freshers developers from our 2019 batch B.Tech CS and **MCA**

Venue: Will be informed via email.

Time: 11 am to 5 pm

Test: 45 min computer programming and 30 min English test.

Cutoff mark /back-papers: **No criteria**

Salary: 2 lakhs CTC

They need only **interested candidates** rather than numbers. Kindly mail us the list of eligible candidates for the drive. They will arrange a venue for the placement test and interview based on students quality.

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-6619000 Mob: +91-8714504684



Company Profile (1).pdf

400K

SSET <sset@scmsgroup.org>
To: ajithkskoottala@gmail.com, Amal Thachappilly <amalmail@gmail.com>, Gifty George <giftygeorge101@gmail.com>, jibin james <jibinjames158@gmail.com>, Tinu Jose <tinujos7295@gmail.com>

Wed, Jan 16, 2019 at 12:49 PM

Dear Students,

Appointment Letter

Date: 16-05-2019

Sidharth Raj K K,
Kurunnoth (H),
Chathari, Tripunithura P O,
Ernakulam, Kerala, India.
682301

Dear Sidharth,

We are pleased to confirm you as Software Engineer in our company with reference to your application and subsequent interview with us that we appoint you on the following terms and conditions;

1. Date of Joining: 2019, July 3rd (Wednesday).
2. Probation: You will be on a Probation period for the 6 months. Based on your performance your services will be confirmed with the company in written after six months.
3. Salary: Your salary for a month during the probation period will be Rs 1,44,000 CTC
4. Leave: You will be eligible for the benefits of the Company's Leave Rules on your confirmation in the Company's Service.
5. Absence without prior approval of your superior, (including overstay on leave) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
6. During the probation period, your services can be terminated prior to one month's notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.
7. During the period of your probation with the Company, you will devote full time to the work of the Company. Further, you will not take up any other probation or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.
8. You will not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

9. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
10. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
11. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your probation.
12. You will be responsible for the safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Sidharth Raj KK, we welcome you to the **Factweavers** team and wish you a successful and rewarding career with us.

With Regards,
Vineeth Mohan,



CEO, Factweavers Technologies
16-05-2019

I **Sidharth Raj KK**, acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the letter and agree to be bound by the terms and conditions of probation as outlined therein.

Signature

Date



sset last name <sset@scmsgroup.org>

Fwd: Face to Face Selection List 2019

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Feb 22, 2019 at 3:39 PM

----- Forwarded message -----

From: **placement Cell ASIET** <placement@adishankara.ac.in>

Date: Fri, Feb 22, 2019, 15:33

Subject: Fwd: Face to Face Selection List 2019

To: Jenty Joy <jentyjoy@mbits.edu.in>, Placement Cell FISAT <placements@fisat.ac.in>, Career Guidance & Placements MITS <pc@mgits.ac.in>, <placement_vjc@yahoo.com>, Placement Officer College of Engg. Munnar <placement@cemunnar.ac.in>, <divyapb@mcaucc.edu.in>, Varun Menon G <varunmenon@scmsgroup.org>

Dear Placement officers,

The results of coral business solutions are attached herewith .please confirm about the participation of candidates for the interview procees by tomorrow itself.

--

Thanking You

Dr. Santharam Rao C. P.
Placement Officer
Adi Shankara Institute of
Engineering & Technology
Vidya Bharathi Nagar
Mattoor, Kalady 683 574
Mob: 9605823974
Off: 0484 2463825

Dear Sir,

We are planning to schedule the Technical cum HR Interview on Tuesday (26.02.19). Please find the selected candidates attached below. Kindly confirm the presence of the selected candidates so that we can arrange accordingly.

Thanks & Regards



Virus-free. www.avast.com

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Thanking You

Dr. Santharam Rao C. P.
Placement Officer
Adi Shankara Institute of
Engineering & Technology
Vidya Bharathi Nagar
Mattoor, Kalady 683 574
Mob: 9605823974
Off: 0484 2463825



Selection list for Face to Face Interview on 26.02.19.xlsx
12K

SSET <sset@scmsgroup.org>

Fri, Feb 22, 2019 at 3:52 PM

To: Akshay Anil <akshayanil007@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Ash B <asniyabas15@gmail.com>, Deepak Deeraaj <deepak.deeraj97@gmail.com>, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, ranjini888nair@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, "SUBITHA V.S" <subithavs0@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, aleena avarachan <aleenaavarachan1@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, elsa antony <elsaammu16@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, haritha.tp22@gmail.com, harshamanoj500@gmail.com, Jonath Tharian <jonathipe@yahoo.com>, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasmailackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, shekhasajanek@gmail.com, shilpapparasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, ajithkkoottala@gmail.com, Amal Thachappilly <amalmail@gmail.com>, jibin james <jibinjames158@gmail.com>, AISWARYA MENON <aishu191995@gmail.com>, Nazreen Sakheer <ajunazreen95@gmail.com>, Anagha S <anaghaajith1995@gmail.com>, Arya Aanand <aryanand54@gmail.com>, eshithakv46@gmail.com, jameena va <jameenas9@gmail.com>, megha varghese <meghavarghese12@gmail.com>, sonali john <sonalijohn9@gmail.com>, SWATHI PG <swathi7181@gmail.com>

Dear Students,

The results of coral business solutions are attached herewith. We are planning to schedule the Technical cum HR Interview on **Tuesday (26.02.19)**. Please find the selected candidates attached below. **Kindly confirm the presence of the selected candidates so that we can arrange accordingly.**

Please confirm about the participation of candidates for the interview process by tomorrow itself.

Regards

Dr. Varun G Menon
Placements
SSET



Selection list for Face to Face Interview on 26.02.19.xlsx
12K

SSET <sset@scmsgroup.org>

Sat, Feb 23, 2019 at 9:01 AM

To: placement Cell ASIET <placement@adishankara.ac.in>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

Thanks for the mail and our 3 shortlisted candidates will report as per the schedule. Kindly intimate the time and venue for the same.

Regards

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Selected candidates 2019

1 message

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Tue, Mar 5, 2019 at 9:43 AM

----- Forwarded message -----

From: **placement Cell ASIET** <placement@adishankara.ac.in>

Date: Thu, Feb 28, 2019 at 4:14 PM

Subject: Fwd: Selected candidates 2019

To: Jenty Joy <jentyjoy@mbits.edu.in>, Principal ASIET <principal@adishankara.ac.in>, <1519cs@adishankara.ac.in>, <1519it@adishankara.ac.in>, Varun Menon G <varunmenon@scmsgroup.org>, Placement Cell FISAT <placements@fisat.ac.in>, Placement Officer College of Engg. Munnar <placement@cemunnar.ac.in>, Career Guidance & Placements MITS <pc@mgits.ac.in>, <placement_vjc@yahoo.com>

pfa

--

Thanking You

Dr. Santharam Rao C. P.
Placement Officer
Adi Shankara Institute of
Engineering & Technology
Vidya Bharathi Nagar
Mattoor, Kalady 683 574
Mob: 9605823974
Off: 0484 2463825

Dear sir

Please find the attached sheet for Selected candidates 2019 of coral business solutions.

Virus-free. www.avast.com

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Thanks and Regards,

Dr. Varun G Menon

Associate Professor, Computer Science Engineering
ACM Distinguished Speaker
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450330 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>



2 attachments

image001.png
12K



Selected candidates 2019.xlsx
11K

Coral Business Solutions

Selected Candidates 2019

Sl No	Name	College
1	Divya Nair	ASIET
2	Parvathy Murali	ASIET
3	Arjun A	ASIET
4	Alan M Shaji	ASIET
5	SRUTHI K V	FISAT
6	Noyal Thomas	FISAT
7	Ajay Antony Joseph	FISAT
8	Dinil Mathew	FISAT
9	Vishnu P K	FISAT
10	Elizabeth Varghese	MBITS
11	Eldho Mathew	MBITS
12	Greeshma M Benny	MUTI
13	Gopika G Nair	MUTI
14	Anu S Alungal	MUTI
15	Mariya Baby	MUTI
16	Amal Binoy	MUTI
17	Manju Davis	SCMS
18	Jose Paul	SCMS

Ref. No: CBS/IND/2019/118

12/03/2019

OFFER LETTER

Dear Mr. Jose

We are pleased to offer you employment in the position of **Software Engineer (Trainee)** with effect from 1st July 2019.

This appointment is subject to the following terms and conditions:

1. REMUNERATION

Your stipend during the training period will be Rs 10,000/- per month. Salary after the confirmation as an employee will be minimum of Rs. 15,000/- or above based on your performance during the training period. Salary information will be strictly confidential.

2. Training

You will be assigned a training session for six months where you will be provided all sorts of training required for you as a software engineer in our company. Your employment will be finalized as per your performance during the training sessions and the evaluation thereafter. The training period may be extended or shortened as per the discretion of the Company by observing your level of performance during the training session.

3. BOND

You will be entering to a compulsory bond of two years once you joined the company as a Software Engineer (Trainee).

4. DUTIES AND RESPONSIBILITIES

You are required to perform the duties and responsibilities related to your position at any division, department or section in the Company or within the Group of Companies.

5. WORKING HOURS

Your regular office timing will be 9.00AM to 6.00 PM from Monday to Saturday (including lunch and Tea Time). Another time schedule also might be allocated as per the requirement of the company.

6. RULES, REGULATIONS & CONFIDENTIALITY

You shall at all times, devote your full attention and skill to the affairs of the Company and will endeavor to your utmost ability to promote and advance the interests of the Company.

Accordingly, you undertake that:

1. You will under no circumstances make available your services to any undertaking, or have any interest directly or indirectly in any other undertaking or activity which might interfere with the proper performance of your duties without first obtaining the written permission of the Company.
2. You will not at any time during the continuance or after the termination of your services with the Company irrespective of any reason for such termination, make use or disclose to

any party either for your own benefit or for the benefit of any party (individual, firm, company, any trade or business), the affairs and confidential information of the Company or any of its related companies of which you have knowledge or become aware during the course of your service with the Company.

3. You will obey and comply with all reasonable orders and instructions given to you by the Company or its authorized agents and observe all standing and other rules and/or regulations now in force or from time to time approved by the Company.

4. Our goal is for employees to be comfortable in the workplace while proving a neat, clean and professional appearance. Management may establish additional guidelines for appropriate dress codes specific to the department.

We look forward to welcoming you as part of the Coral Team!

Thanking you.

Sincerely yours,



Princy Shibu

HR Manager

Coral Business Solutions

Tel: 0484 2629010, +91 9061719933 Email: hr@coralme.com

I have read and understood the terms and conditions stated in the offer letter and hereby confirm my acceptance of the offer.

(Signature)

Date:



sset last name <sset@scmsgroup.org>

Sutherland drive on 28th Feb 2019 at SSET- Shortlisted candidates

1 message

SSET <sset@scmsgroup.org>

Wed, Feb 27, 2019 at 2:12 PM

To: ajaisooryan@yahoo.com, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, Deepak Deeraj <deepak.deeraj97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Mhd aZ Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, ranjini888nair@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, akhilnambiar97@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com, a.unnikrishnan@yahoo.in, elsa antony <elsaammu16@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasaliackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <sahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, shekhasajanek@gmail.com, Shivani G <shivanigiri.96@gmail.com>, "sidharth raj k.k." <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, ARJUN HARI <arjunharikkam@gmail.com>, badish ca <badishblaze@gmail.com>, elsa antony <elsaantony100@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, krishnaja k <krishnajak67@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREEESH <mohitgireesh46@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shradhaajith@gmail.com, sreelakshmananattu@gmail.com, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, Tom Saji <tomsajiv@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Denil Paulson <denilp007@gmail.com>, gauthammkrishna1997@gmail.com, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, Jithin Joseph <jithin7797@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Raghav Sunil <raghavsunil.sachu@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, sreejith.r@live.com, Varun Jain <vjkhersingh@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, Abhijith pradeep <abhijithpradeep12@gmail.com>, abhimanue KR <abhimanue567@gmail.com>, Abhishek Mohan <abhishekmohan280@gmail.com>, ahab sanwaya <ahabsanwaya@gmail.com>, Sarhan Ahmd <ahmdsarhan@gmail.com>, Akash Cs <akashcs.siva@gmail.com>, Akhil Jith <akhiljith97@gmail.com>, aksahyaramesh@gmail.com, Althaf ahmed kb <althafahmed619@gmail.com>, Amal Benny FaKeD <abamalbenny@gmail.com>, AMAL HEMARAJ <amalhemaraj@gmail.com>, ANAGHA RAGHAVAN <anurkasthuri731@gmail.com>, Anala Benny <analabenny@gmail.com>, ANANTHU BOSE <ananthubose97@gmail.com>, Anjana Meria Saviour <anjanamsaviour@gmail.com>, Aparna Prakash <aparnaprakash.ammu@gmail.com>, ar554309@gmail.com, aryajprakash@gmail.com, Ashik Ali <ashikfd13@gmail.com>, ashikpoulo63@gmail.com, Ashitha Thampi <ashithat97@gmail.com>, myselfashwinkm@gmail.com, ASWATHY SHAJI <aswathyshaji2015@gmail.com>, Aswathy Ravindran <aswathyachuz19@gmail.com>, "Aswin k.m" <aswintharayil@gmail.com>, Athira K <aathuathirak@gmail.com>, Athul Yesudas <athul.yesudas@gmail.com>, aysha salam <ayshasalam29@gmail.com>, Dahlia Theresa <dahlilianilavareth@gmail.com>, Deepthi Kurian <deepthikurian15@gmail.com>, Delvin Johnson <delvinjohnsonpadayattil08@gmail.com>, Famitha Shamsudheen <famithashams@gmail.com>, gauthamgg18@gmail.com, GEETHU BENNYSON <geethubennyson@gmail.com>, gourinandini@gmail.com, Hebin kangappadan <hebin kangappadan@gmail.com>, hilna shanu <hlnashanu@gmail.com>, Jacob Abraham <jacobputhukkeril@gmail.com>, Jaseena Mol <jaseenamol97@gmail.com>, Jibin Varghese <jibinchittuparambil@gmail.com>, Jomy Jose <jomyjose096@gmail.com>, Manu Thomas <manuthomas1996@gmail.com>, mtvc1997@gmail.com, mehajapibrahim@gmail.com

Dear Students,

As per the revised criteria of Sutherland, please find the attached list of shortlisted candidates for the drive as schedule given below.

Organization : **Sutherland Global Services**

Job Title : Technical Support Consultants- Voice and Non voice

Customer Service consultants- Voice and Non voice

Reporting time : 10.00 a.m.

Date : **28th February 2019**

Venue : SCMS School of Engineering and Technology, Karukutty

Revised Eligibility Criteria: 2018 pass out – B.Tech All branches

Students having excellent spoken and written English communication skills and willingness to work in shifts are essential pre-requisite for the job. **Maximum 4 current backpapers only allowed.**

Pre requisites:**Technical Support Consultants- Voice and Non voice:**

Basic knowledge in Hardware, Operating Systems and Networking

Aptitude for troubleshooting desktops/palmtops/laptops etc.

Customer Service consultants:

Good customer service skills

Work Location : Chennai/ Hyderabad/Cochin/Mumbai**Salary** : 1.85 L – 2.40 L (Fresher's)**Accommodation** : 15 days of free accommodation will be provided by Sutherland**Travel:** One way 3 tier A/c train ticket will be provided for outstation candidates**Selection process includes:**

1. Company Presentation – 40 to 45 minutes
2. Non voice screening – Essay writing
3. Initial Screening – JD/One on One conversation in batches of 20 -25 students
3. Communication Assessment-for shortlisted candidates-10 to 15 minutes
4. HR Interview for shortlisted candidates

The eligible students should carry the following:

1. A copy of their updated resume
2. Two colour passport size photographs
3. **Self attested copies of all the mark lists including B.Tech Semester wise marksheets**
4. College ID Card

Attached list of Shortlisted students by Sutherland must be seated inSeminar Hall, Administrative Block, 2nd floor by **9.55 am.**

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

**Sutherland -SSET Shortlist 19.xlsx**

18K

S.No	Candidate Name	Candidate Mobile Number
1	AKSHAY ANIL	8547395926
2	ASNIYA C B	7025153609
3	DEEPAK K	9645728827
4	GREESHMA VENUGOPAL K	9544849934
5	JOSELIN PERSIS THOMAS	9645569242
6	MOHAMMED ASLAM M S	9961975592
7	PRAVEEN PRINCE	8943640470
8	RAHUL V	9539695969
9	RANJINI P NAIR	9544009840
10	SATHIKA PRAVEEN	9061306037
11	SELMAN ANVAR	8113984723
12	SUBITHA V S	8111875016
13	SUNITHA SAHU	9493388164
14	ALEENA AVARACHAN	8138032376
15	ANJANA SURESH	9048435338
16	ASWATHY MOHANAN	8078920983
17	ATHIRA S	8943325128
18	ATHIRA UNNIKRISHNAN	7034524315
19	ELSA ANTONY K	7994632436
20	GEETHY VARGHESE	9745925639
21	HARITHA T P	9746172270
22	HARSHA MANOJ	8139039616
23	KAVYA SANTHOSH C	8139840600
24	KRISHNAPRIYA T P	7902673596
25	LAKSHMI K B	7902307098
26	MANASI P MENON	8156838150
27	MANJU DAVIS	9539923069
28	MARIA THOMAS	9496051651
29	MARIYA TREESA VINCENT	8111843236
30	MEENAKSHI NAIR J	9447195364
31	MEHAJA P IBRAHIM	7559001004
32	MERITTA SHIBU	9539555707
33	MIDHUN RAJ	8593036248
34	NIMA VARGHESE	9400622686
35	SACHIN SURESH	7510220691
36	SACHIN.S	8547060670
37	SHEKHA E K	9895243548
38	SHIVANI G	9496575687
39	SIDHARTH RAJ K K	9400161649
40	SONU JACOB	8606447553
41	SWEEDIN P P	9447893602

42	VIDHYA PRAKASH T	8129507365
43	ARJUN HARI	9497225328
44	ELSA ANTONY	9072235737
45	GNANA SURIYA S	8129800879
46	KRISHNAJA K	9961518105
47	MEENU YOHANNAN	9447578406
48	MOHIT GIREESH	9495380871
49	SAMGEO SANTHOSH	8289829498
50	SHRADHA AJITH	9567389281
51	SREELAKSHMI M G	9746086205
52	SREYADAS P	8593964264
53	TOM SAJI	9446881301
54	AJITH ANTOO	9061486368
55	ATHUL KRISHNA	9744533805
56	DENIL PAULSON	8943566521
57	GAUTHAM M KRISHNA	9496069637
58	JAYAKRISHNAN P	8111872168
59	JITHIN JOSEPH	7356359356
60	LIJO MON GEORGE	9539486462
61	N. ARUN NARAYANAN	9633600550
62	SHANJITH APREM SHAJI	8606070676
63	SREEJITH R PILLAI	8129266365
64	AATHIRA J FRANKUR	9895125000
65	ABHIJITH P	7994564757
66	ABHISHEK MOHAN	9961975430
67	AHAMMED SARHAN M	9846125401
68	AKASH C S	8281032941
69	AKHILJITH N J	7560963966
70	AKSHAYA RAMESH	8129472341
71	ALTHAF K B	9446079560
72	AMAL BENNY	9495988408
73	ANAGHA K	8281756917
74	ANALA BENNY	9567625689
75	ANANTHU BOSE	9645562831
76	ANJANA MARIA SAVIOUR	7510392002
77	APARNA C P	8606068738
78	ARYA N	9497299716
79	ASHIK K A	7293421682
80	ASHIK POULOSE	9847157539
81	ASHITHA T	8301878734
82	ASHWIN K M	9496727880
83	ASWATHY E S	9349578824

84	ASWATHY R R	7034955470
85	ASWIN K.M	9400183413
86	ATHIRA K	9995196935
87	AYSHA V A	9961088866
88	DAHLIA THERESA N J	7034765904
89	DEEPTHI KURIAN	8547114511
90	DELVIN JOHNSON	9605468607
91	FAMITHA SHAMSUDHEEN	9400264345
92	GAUTHAM GOPI K	7034154285
93	GEETHU BENNYSON	7736664595
94	GOURINANDINI S	9446300000
95	HEBIN KANGAPPADAN	8921266311
96	HILNA SHANU M M	9061465931
97	JACOB PUTHUKKERIL ABRAHAM	8156907221
98	JASEENA T M	8589933845
99	JIBIN VARGHESE	9645140880
100	MANU THOMAS	7034370899

Email	Department
akshayanil007@gmail.com	B.Tech CSE
asniyabas15@gmail.com	B.Tech CSE
deepak.deeraj97@gmail.com	B.Tech CSE
greeshmavenugopal97@gmail.com	B.Tech CSE
jomol96anp@gmail.com	B.Tech CSE
azlamaslu099@gmail.com	B.Tech CSE
praveenprince7165@gmail.com	B.Tech CSE
rahulviswanath98@gmail.com	B.Tech CSE
ranjini888nair@gmail.com	B.Tech CSE
sathikapraveen@gmail.com	B.Tech CSE
selmananver@yahoo.in	B.Tech CSE
subithavs0@gmail.com	B.Tech CSE
sunithasahu8@gmail.com	B.Tech CSE
aleenaavarachan1@gmail.com	B.Tech ECE
anjanasuresht29@gmail.com	B.Tech ECE
aswathymohanavg@gmail.com	B.Tech ECE
binduaranair@gmail.com	B.Tech ECE
a.unnikrishnan@yahoo.in	B.Tech ECE
elsaammu16@gmail.com	B.Tech ECE
geethyvarghese123@gmail.com	B.Tech ECE
haritha.tp22@gmail.com	B.Tech ECE
harshamanoj500@gmail.com	B.Tech ECE
kavyackadavath@gmail.com	B.Tech ECE
krishnapriyaprasad20@gmail.com	B.Tech ECE
lakshmikb1997@gmail.com	B.Tech ECE
scamper4ss@gmail.com	B.Tech ECE
manjudavis10@gmail.com	B.Tech ECE
mariathomasmaliackal@gmail.com	B.Tech ECE
mtvc1997@gmail.com	B.Tech ECE
meenajnair@gmail.com	B.Tech ECE
mehajapibrahim@gmail.com	B.Tech ECE
merittashibuparekkadan@gmail.com	B.Tech ECE
midhunrajmailbox@gmail.com	B.Tech ECE
nimavarghese96@gmail.com	B.Tech ECE
sachinsuresh231997@gmail.com	B.Tech ECE
sachinsureshscms@gmail.com	B.Tech ECE
shekhasajanek@gmail.com	B.Tech ECE
shivanigiri.96@gmail.com	B.Tech ECE
kksidharthraj@gmail.com	B.Tech ECE
sonujacob2015@gmail.com	B.Tech ECE
sweedinpp@gmail.com	B.Tech ECE

vidhyaprakash220@gmail.com	B.Tech ECE
arjunharikkm@gmail.com	B.Tech EEE
elsaantony100@gmail.com	B.Tech EEE
letters2suriya@gmail.com	B.Tech EEE
krishnajak67@gmail.com	B.Tech EEE
meenuyohannan1997@gmail.com	B.Tech EEE
mohitgireesh46@gmail.com	B.Tech EEE
samgeosanthosh10@gmail.com	B.Tech EEE
shradhaajith@gmail.com	B.Tech EEE
sreelakshmimanattu@gmail.com	B.Tech EEE
sreyadasp@gmail.com	B.Tech EEE
tomsajiv@outlook.com, tomsajiv@gmail.com	B.Tech EEE
ajithantoo15@gmail.com	B.Tech ME
athul.krishna85@gmail.com	B.Tech ME
denilp007@gmail.com	B.Tech ME
gauthammkrishna1997@gmail.com	B.Tech ME
jayakrishnanp97@gmail.com	B.Tech ME
jithin7797@gmail.com	B.Tech ME
lijomongearge97@gmail.com	B.Tech ME
arunajay90@gmail.com	B.Tech ME
shanjith.007@gmail.com	B.Tech ME
sreejith.r@live.com	B.Tech ME
aathirafrankur@gmail.com	B.Tech CE
abhijithpradeep12@gmail.com	B.Tech CE
abhishekmohan280@gmail.com	B.Tech CE
ahmdsarhan@gmail.com	B.Tech CE
akashcs.siva@gmail.com	B.Tech CE
akhiljith97@gmail.com	B.Tech CE
aksahyaramesh@gmail.com	B.Tech CE
althafahmed619@gmail.com	B.Tech CE
abamalbenny@gmail.com	B.Tech CE
anurkasthuri731@gmail.com	B.Tech CE
analabenny@gmail.com	B.Tech CE
ananthubose97@gmail.com	B.Tech CE
anjanamsaviour@gmail.com	B.Tech CE
aparnaprakash.ammu@gmail.com	B.Tech CE
aryajprakash@gmail.com	B.Tech CE
ashikfd13@gmail.com	B.Tech CE
ashikpoulo63@gmail.com	B.Tech CE
ashithat97@gmail.com	B.Tech CE
myselfashwinkm@gmail.com	B.Tech CE
aswathyshaji2015@gmail.com	B.Tech CE

aswathyachuz19@gmail.com	B.Tech CE
aswintharayil@gmail.com	B.Tech CE
aathuathirak@gmail.com	B.Tech CE
ayshasalam29@gmail.com	B.Tech CE
dahlianilavareth@gmail.com	B.Tech CE
deepthikurian15@gmail.com	B.Tech CE
delvinjohnsonpadayattil08@gmail.com	B.Tech CE
famithashams@gmail.com	B.Tech CE
gauthamgg18@gmail.com	B.Tech CE
geethubennyson@gmail.com	B.Tech CE
gourinandini@gmail.com	B.Tech CE
hebinkangappadan@gmail.com	B.Tech CE
hilnashanu@gmail.com	B.Tech CE
jacobputhukkeril@gmail.com	B.Tech CE
jaseenamol97@gmail.com	B.Tech CE
jibinchittuparambil@gmail.com	B.Tech CE
manuthomas1996@gmail.com	B.Tech CE



sset last name <sset@scmsgroup.org>

Sutherland Campus Recruitment- 2019

1 message

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>
To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Fri, May 3, 2019 at 4:19 PM

Hi,

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for this FY as well. Please share my contact details with the offered students; **M:** +91 7994649677 **E:** silviya.thankachan@sutherlandglobal.com

Please let me know the joining availability of these candidates to complete further formalities.

Thanks in advance.

**Silviya Thankachan**
Talent Acquisition Cochin
SUTHERLAND**M:** +91 7994649677 **E:** silviya.thankachan@sutherlandglobal.com

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SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : *SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY*

Date : *28-Feb-2019*

Dear *AATHIRAJ FRANKUR*

Congratulations!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ABHISHEK MOHAN - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

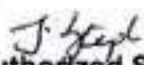
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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

Date : 28 Feb 2019

Dear ANALA BENNY

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear FAMITHA SHAMSUDHEEN - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear GEEETHU BENNYSON,

Congratulations!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING AND
TECHNOLOGY.

Date : 28-Feb-2019

Dear GOURINANDINI S

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1St Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear JASEENA TM - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MANU THOMAS - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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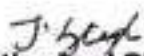
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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ASNIYA C B - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear PRAVEEN PRINCE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear RANJINI P NAIR - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SUBITHA V S - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SUNITHA SAHU - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ASWATHY MOHANAN - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear ATHIRA S.

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ATHIRA UNNIKRISHNAN - ECE (NON VOICE)

Congratulations!!!

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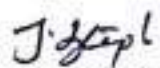
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Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear HARITHA T P - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of Interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : *SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY*

Date : *28-Feb-2019*

Dear *MARIYA TREESA VINCENT*

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MEENAKSHI NAIR J - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MEHAJA P IBRAHIM - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SACHIN.S - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



FIXED TERM CONTRACT OF EMPLOYMENT

October 7, 2019

Sachin Suresh
NANDANAM,CK ROAD, MANJUMEL
ERNAKULAM, 683501

Dear **Sachin Suresh**,

Congratulations! We welcome you to the family of Sutherland!

With reference to our discussions, we are pleased to appoint you as **Associate-CS Internet (Trainee)**. Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before **October 7, 2019** on the following terms and conditions:

Your place of posting will be at Cochin. However, during your employment with us you may be posted or transferred / attached to any other units / companies / offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **INR 178700/- per annum (One Lakh seventy Eight Seven Hundred only)**, the details of which are given in the annexure of the appointment letter. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

You shall report to the **Business Director** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time. You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

Your contract would start from your date of joining to Sutherland and would end on 31-Dec-2019. There will not be any further extension thereafter. Either party can terminate this contract of employment in 15 days' notice or pay salary in lieu of the same to the other party.

Your Services can be terminated without any notice and inquiry by Company, under the following conditions:

- In case your performance is found to be unsatisfactory (or) you are found violating any disciplinary norms of the organization (or) client.

- In the event of rejection by the client for dishonesty, disobedience, absence from duty without permission or any other act considered detrimental to the interest of the organization, client, (or) violation of one (or) more terms of this appointment.
- Any activity leading to formation of groups, which the organization may feel that such groups may hamper the work, peace and general client relationship.
- Any activity resulting in loss of work at office premises (or) purposive delay of work at an individual capacity (or) in conjunction with other colleagues will be treated as an in disciplinary act and may result in termination of your service without notice or inquiry, with immediate effect.
- Your appointment is being made on the basis of your particulars such as qualifications etc., as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu thereof

Notwithstanding the above, in the event of the project/work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned project/work. Your contractual appointment will automatically come to an end on the expiry of the specified period and no notice pay or retrenchment compensation will be payable to you by the Company. Since your appointment is being made for a specific period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. ...

However, should your termination be due to un authorized absence from duty, non-performance, misconduct, fraud, negligence, theft, wilful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case, the company will not provide 15 days notice.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address, failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. The Company may disclose some or all of your Personal Information to competent authority(ies) in accordance with their directions or to other parties, including our clients, on need-to-know basis, in pursuance of any enquiry or investigation. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department.

You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 58 years.

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full

Relieving Letter & Service Certificate (If employed previously)

Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form –16 along with earnings certificate for IT purpose

Please sign and return the duplicate copy of this letter within 3 days of receiving the same as a confirmation of acceptance of the same, failing which this offer shall stand cancelled, unless a written extension is given.

Sutherland Global Services Private Ltd.
Annexure

Compensation Structure

Name of the Employee: Sachin Suresh

Designation: Associate–CS Internet

Date of Joining: October 7, 2019

Component	Amount PA	Amount PM	Calculation Logic
CTC	178700	14892	Cost to Company
Basic	56053	4671	35% of Gross Pay
HRA	28027	2336	50% of Basic
Bonus	27127	2261	Statutory Bonus as per Act
Special Allowance/Choice	51638	4303	
Gross	162845	13570	
PF – Employer	15855	1321	IF (Gross–HRA)>180000, 21600, (Gross–HRA)*12%
ESI (Employee)	1221	102	0.75% on Gross–Bonus
Total Net Take Home (PA)	145769	12147	Net = Gross – PF – ESI

InsuranceSum insured under Accident Insurance is Rs.5,00,000/–,
Premium Mediclaim is Rs.2,00,000/– for self only.

ESI If your Gross Pay (GrossBonus) is less than Rs.21000/–
per month, an amount equivalent to 0.75% of your gross
salary will be deducted towards ESI every month – For
details you may contact your Program HR Executive

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

Sincerely,
For Sutherland

Shiv Kumar Ganapathi
Associate Vice President and Head of Talent Acquisition, India

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures. I hereby also confirm having received my original copy of this Offer Letter.

Offer electronically accepted by: Sachin Suresh

Offer electronically accepted on: Oct 7, 2019, 9:23 PM GMT+05:30

Signed Offer Letter



PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SACHIN SURESH - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

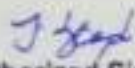
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- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Park, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4288 7864
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SHIVANI G - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



sset last name <sset@scmsgroup.org>

Invitation for Shriram Transport Finance Co. Ltd recruitment at MBITS on 7th and 8th February 2019

17 messages

Jenty Joy <jentyjoy@mbits.edu.in>
 To: Training & Placement Cell <placement@mbits.edu.in>
 Bcc: sset@scmsgroup.org

Thu, Jan 17, 2019 at 12:12 PM

Dear Sir/ Madam

We are glad to inform you that Shriram Transport Finance Co. Ltd (<http://stfc.in>) is visiting our campus on **07th & 08th February 2019.**

Please find enclosed herewith the Organization profile and job description for your reference. The recruitment process would be for **Male candidates only** from any specialization in BE/B.Tech/MBA/PGDM fulltime courses. We also advise you to identify the candidates based on their interest towards the job profile; the same would be emphasized at the time of Pre placement talk for better understanding of the participants.

Kindly send the list on or before 25th January 2019 in the given format below:

Format for sending the list (For B-tech)

College Name:								
Sl no	Name	Branch	Mobile No;	Email id	10 th %	12 th %	Btech %	No ; of Backlogs

Format for sending the list (For MBA)

College Name:									
Sl no	Name	Branch	Mobile No;	Email id	10 th %	12 th %	Degree %	MBA %	No ; of Backlogs

--
 Regards

Mr Jenty Joy
Head Corporate Relations & Placements
MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]
 Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India- 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)
CTIPS (Kerala) Consortium of Technical Institutes for Placement Services
Mob +91 94466 10781,+91 9188825380
Location of MBITS <https://goo.gl/maps/APjCuqBygtu>

STFC MT JD-2019.pdf
 263K

SSET <sset@scmsgroup.org>
 To: Varun Menon G <varunmenon@scmsgroup.org>

Thu, Jan 17, 2019 at 1:24 PM

[Quoted text hidden]

 **STFC MT JD-2019.pdf**
263K
SSET <sset@scmsgroup.org>

Thu, Jan 17, 2019 at 4:20 PM

Bcc: Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, adarsh sasi tk Ashi <adarshsasi@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, althafashruf997@gmail.com, amalnambiar97@gmail.com, Anand Anil <anandanil1997@gmail.com>, Anand U <uanand97@gmail.com>, apu joseph <apujoseph55@gmail.com>, Aravind Uday <aravind.uday97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkturishna01234@gmail.com>, Arjun krishna <arjungkrishna288@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, aswinpushkar@gmail.com, aswin chand <ppaswinlatha@gmail.com>, athuljyothis18@gmail.com, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, vpoyil@yahoo.co.in, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, bonny thomas <bonnythomask@gmail.com>, Dany VA <danyvadassery@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, eby paulachan <ebypaulachan6413@gmail.com>, emmanuel joy <emmanuelJoy11@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, gauthammkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Gokul Anil <gokulanil48@gmail.com>, Hareesh ps <hareeshps418@gmail.com>, "Hari govind .a" <harimadhavam10@gmail.com>, iguzz creations <ignaciouscherian123@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, JEFFREY SHAJI <jeffreyschaji1997@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, jithild@gmail.com, Jithin Joseph <jithin7797@gmail.com>, joel antony <joelantonyalbert@gmail.com>, joseph sabu <josephsabub360@gmail.com>, joswin m o <joswinmo44@gmail.com>, jussaim007@gmail.com, Arunjith Kr <aruvi67@gmail.com>, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Lijo Mon George <lijomongegorge97@gmail.com>, Luke Dennis <lukedennis007@gmail.com>, Mohamadz Sahal <mohammedsahal356@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Nandagopal MNair <nandagopalnmair7@gmail.com>, nandhusanthosh22@gmail.com, Neil Jacob Abraham <neiljacobraham@gmail.com>, Nigal Paul <nigalpaul61@gmail.com>, NIKHIL GEORGE <nikhilpopzgeorge@gmail.com>, nikhil George <nikhilmgeorge@gmail.com>, NITHIN KV <nithinkarakurussi@gmail.com>, Nithin Raveendran <nithinraveendran@gmail.com>, aravindba50@gmail.com, Raghav Sunil <raghavsunil.sachu@gmail.com>, Rahul K Pankajakshan <rahulkpankajakshan@gmail.com>, Rojin Jose <rojinjose282@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, Sanjay Mathew <sanjaymathew83@gmail.com>, Sebastian Jacob <sebjak459@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, Shawn Thomas George <shawnthomas97@gmail.com>, shifashameed16@gmail.com, sreejith.r@live.com, Thoppil Sreejith <tsreejith999@gmail.com>, ts sreejith <sreejithoknow@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Rahul Vinod <rahulvi1987@gmail.com>, Hari Krishnan <harikrishnan910@gmail.com>, j.vaisu97@gmail.com, Varun Jain <vjkhersingh@gmail.com>, Vivek K Sunil <vivekksunil100@gmail.com>, vysakksreenivas@gmail.com, abhay krishnan <abi007krishnan@gmail.com>, "ABHIJITH .V" <abhijithv575@gmail.com>, archeroono Gaming <girarcus@gmail.com>, allrounder sport <abhinandtheallrounder@gmail.com>, Abind Krishna <abindkrishna47@gmail.com>, Ajith Sankar <ajithsankar90@gmail.com>, ALAN ANTO <alananto1997@gmail.com>, albinmp4@gmail.com, allenmathews@rediff.com, Ambady Anil <ambadyanil007@gmail.com>, ANAND KC <anand.appu321@gmail.com>, Athul Ashok <athulashok300696@gmail.com>, Ayoob Ameen <ayoobameenpukodaly@gmail.com>, AZHAR IBRAHIM <azharrockz786@gmail.com>, "Ben k.s" <benchsea@gmail.com>, Bijil Babu <bijilbabu470@gmail.com>, Chandra Prakash <chandrprakashplr@gmail.com>, charukesh pm <pmcharukesh@gmail.com>, "devakrishna c.premji" <devakrishnac@gmail.com>, Godfrin Dual <godfrindualj@gmail.com>, Hashim Hamza <hashimblackkp96@gmail.com>, Jayakrishnan B <jayakrishna50@gmail.com>, jayakrishnan.jkb@gmail.com, joyjithin244@gmail.com, Karthik Ramanathan <karthikramanath96@gmail.com>, Krishna Vini <krishvini1309@gmail.com>, Leo Swithin <leoswithin710@gmail.com>, Rohith M <rohithm26@gmail.com>, MOHAMMED AZIL <azilerattakulam@gmail.com>, Mohammed Shahinsha <shahinsha96@gmail.com>, Sachin George <sachingeorge97@gmail.com>, ROSHAN JOHN MATHEW <rjm77255277cw@gmail.com>, sachin ks <777sachinks@gmail.com>, Jhonson James <shervinjohnson1997@gmail.com>, Stevin Shaji <stevinshaji5777@gmail.com>, thabsheer mon <thabsheermon@gmail.com>, Tuhin Thomas <tuhinthomas24@gmail.com>, Visakh R <v7onthemove@gmail.com>, vishnu vs <vishnuvssetauto@gmail.com>, YADU AKKU <yaduakku572@gmail.com>, Yogendra Pai <yogijpai97@gmail.com>

Dear Students,

Kindly register your names for the **Shriram Transport recruitment drive** with sset@scmsgroup.org on or before **23 January 2019, 10am**.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering



sset last name <sset@scmsgroup.org>

Shriram Result SCMS

Jenty Joy <jentyjoy@mbits.edu.in>
To: SSET <sset@scmsgroup.org>

Tue, Mar 12, 2019

Shriram Result SCMS

1	MTS3289	MIDHUN RAJ	8593036248	MIDHUNRAJMAILBOX@GMAIL.COM	RAJAN NAIR	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
2	MTS3242	GAUTHAM M KRISHNA	9496069637	GAUTHAMMKRISHNA1997@GMAIL.COM	MURALI KRISHNAN K	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
3	MTS3222	INDRAJIT GUHA	9061039402	INDRAJITGUHA.A@GMAIL.COM	PRADEEP KUMAR GUHA	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
4	MTS3249	GOKUL V MENON	7994118510	GOKULVMENON1997@GMAIL.COM	VINOD MENON	BE	SCMS SCHOOL OF ENGINEERING TECHNOLOGY
5	MTS3290	SACHIN S	8547060670	SACHINSURESHSCMS@GMAIL.COM	SURESH KUMAR N	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
6	MTS3217	JITHIN JOSEPH	7356359356	JITHIN7797@GMAIL.COM	JOSEPH AM	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

--Dear sir
please find the final result of SHRIRAM All selected candidates will receive a formal selection mail to their given email id.
Regards

Mr Jenty Joy
Head Corporate Relations & Placements
MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]
Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India - 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)
CTIPS (Kerala) Consortium of Technical Institutes for Placement Services
Mob +91 94466 10781, +91 9188825380
Location of MBITS <https://goo.gl/maps/APjCuqBygtu>

March 22,2019



Ref No:CAN049700

Mr.GOKUL.V.MENON

Flat Number 6H,Sanathi Lotus,Kadathkadavu Road Aluva,
Kochi,
Kerala-683101.

Mob No.: 7994118510

Dear **Mr.GOKUL.V.MENON** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of **Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)**
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
 - a. Educational qualifying degree/provisional certificate and Mark sheets
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.

Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shiv Chambers 1St Floor B Wing Sector 11 C B D Belapur, Navi Mumbai – 400614. Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4 Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax :+91 44 2499 3272.
Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22, 2019



Ref No: CAN049702

Mr. MIDHUN RAJ

Greeshmam, Cherumangadu, Puthoor Po Kollam,
Puthoor,
Kerala - 691507,
Mob No.: 8593036248

Dear Mr. MIDHUN RAJ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
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3. You will be paid a total remuneration of Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)
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We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

(ACCEPTED) Midhun. Raj

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

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Website: www.stfc.in | Corporate Identity Number(CIN): L65191TN1879PLC007874.

March 22,2019



Ref No:CAN049703

Mr.SACHIN S

Nelliyullathil (Ho) Bhoomivathukkal (Po) Valayam (Via) Kozhikode (Dist),
Kozhikode,
Kerala-673517.

Mob No.: 8547060670

Dear **Mr.SACHIN S**,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
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Best Wishes,

HR Department

(ACCEPTED)

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Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22,2019



Ref No:CAN049695

Mr.INDRAJIT GUHA

16/380 Jyotsna Nivas ,Ambalakadavu Road,Cheranelloor, Kochi,
Kochi,
Kerala-682034.

Mob No.: 9061039402

Dear **Mr.INDRAJIT GUHA** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
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Best Wishes,

HR Department

(ACCEPTED)

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Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22,2019



Ref No:CAN049699

Mr.GAUTHAM M KRISHNA

Jyothi 55/856,Puthiya Road, Kadavantra Ernakulam,
Ernakulam,
Kerala-682020.

Mob No.: 9496069637

Dear **Mr.GAUTHAM M KRISHNA** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

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Best Wishes,

HR Department

(ACCEPTED)

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Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22, 2019



Ref No:CAN049694

Mr. JITHIN JOSEPH

Antheenatt (Ho) Koodaranji (Po) Thiruvambady (Via) Kozhikode,
Kozhikode,
Kerala-673604.

Mob No.: 7356359356

Dear Mr. JITHIN JOSEPH,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

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Best Wishes,

HR Department


(ACCEPTED)

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Website: www.stfc.in | Corporate Identity Number(CIN)-L85151TN1979PLC067874



sset last name <sset@scmsgroup.org>

Fwd: 2019 Batch Combined Campus (SLPP) - Eligibility Criteria

11 messages

Varun Jose <cr.rajagiri@gmail.com>
To: Placement Cell - RSET <pc.rajagiri@gmail.com>
Bcc: sset@scmsgroup.org

Wed, Jan 23, 2019 at 12:34 PM

Hi,

Greetings from Rajagiri Placement Cell !!!

Cognizant is planning for a pool drive and your college is selected to participate in the drive. Kindly fill the attached template and send it back on or before 28-02-2019.

Date for the drive will inform soon.

**Greetings!**

At Cognizant, we are making 'Digital' work for businesses. We continuously innovate to find a better way – for the clients who depend on us, their customers and the communities who count on us all. To enable us to deliver on this mission, our campus hiring model for 2019 will look to identify future-ready talent who are capable of going beyond traditional uni-dimensional thinking and are suitably equipped with cross-disciplinary skills.

Cognizant is privileged to be part of your esteemed institution's campus recruitment program for the batch of 2019. Please note that as per the Cognizant Campus hiring process, your students will have to meet the eligibility criteria listed below.

Eligibility Criteria - 2019 Batch

2019 BE / B. Tech / ME / M. Tech degree students belonging to CSE / IT / ECE / EEE / EIE / E&E / Applied Electronics / Computer & Technology / Electrical / ETE / ICE / Software/Mechanical Engineering (Full Time only)

Selection Process:

As part of our selection process, we will conduct an online test covering Analytical, Verbal and Programming modules. Shortlisted students will be invited for two rounds of personal interviews (Technical and HR)

60% in X, XII, Diploma, UG & PG (all subjects taken into consideration) calculated as below

o $\text{Aggregate\%} = \frac{\text{sum of all subjects' marks scored}}{\text{total no. of subjects (as of last semester result declared)}}$

- No standing arrears in current education
- Maximum 2 years gap in education
- At the time of joining, all recruits will need to have a minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears
- Any student who has applied and is waiting for re-evaluation would be considered only with the initial results declared
- Appropriate CGPA to % will be considered as per University norms
- Strong written and communication skills
- Open only to Indian nationals
- Suitable candidates must be flexible to relocate to anywhere in India or work in any shift / domain as this will be determined based on business demand

Level of Hire & Other Details

Designation: Programmer Analyst Trainee

Compensation: INR 3,38,000 per annum

Student Information:

- Students must carry the following for the recruitment Process - University ID card, 2 Recent PP size photographs (both ears visible in light background), Resume (max of 2 pages), all academic mark sheets & certificates (original & 1 Photocopy) for verification
- Students must carry 1 Photocopy of their PAN Card, Aadhaar card and Passport (front & back page).
- Colleges need to authenticate the % of the candidates, via the college administration department records prior to the registering them for recruitment process
- Please ensure that only those students who meet our criteria appear for the Cognizant Placement process
- At the time of joining, all recruits need to have minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears

Disclaimer:

- Cognizant strictly prohibits payment of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to TAGCompliance@Cognizant.com
- If you encounter anyone who claims to offer a job at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make.
- We recommend that you do not respond to spam emails / dubious messages. Ensure not to disclose your personal or financial details to anyone you do not know. If you do receive such mails—claiming to come from Cognizant—please notify us at TAGCompliance@Cognizant.com
- Please report any phishing attempt to CSIRT@Cognizant.com
- To ascertain that you are receiving an official call from Cognizant, please ensure you collect the recruiter's details (full name, employee ID, and mobile number) during the call.

Please find attached, the guidelines pertaining to Auto Proctoring Test and Organizing Combined Campus Recruitment Drive & Database Collation process to nodal office.

We look forward to visiting your campus and enriching the strong relationship Cognizant shares with your institution and the academia team.

Team Cognizant

Cognizant



2 attachments

Cognizant image001.jpg
3K

Cognizant 1111.xlsx
15K

SSET <sset@scmsgroup.org>

Fri, Jan 25, 2019 at 1:46 PM

 To: Varun Jose <cr.rajagiri@gmail.com>, Aravind C T <pc.rajagiri@gmail.com>

Sir,

Kindly clarify whether current backpaper is allowed for the CTS drive.

Regards

Dr. Varun G Menon
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology

[Quoted text hidden]

Placement Cell Rajagiri <pc.rajagiri@gmail.com>

Fri, Jan 25, 2019 at 3:23 PM

 To: SSET <sset@scmsgroup.org>

 Cc: Varun Jose <cr.rajagiri@gmail.com>

no back logs permitted

Thanks and regards,

Dr. Biju Paul		Uday Sankar		Dr. Varghese S Chooralil
Placement Officer		Asst. Professor		Asst. Professor
Assoc. Professor		Dept. of Mechanical		Dept. of Computer Science

47	Megha Baby	1997-05-22	MUT15EC031
48	Meera Vinayan	1997-04-02	MUT15EC030
49	Sreerag K S	1997-12-19	MUT15EC051
50	Varsha Raj	1997-07-12	MUT15EC053
51	Denny George	1997-03-06	MUT15EE024
52	Meera Jnamboodiri	1997-12-18	MUT15EE040
53	Shahanaz M M	1997-04-17	MUT15EE051
54	Susan Jain	1997-11-07	MUT15EE054
55	Basil Baby	1997-09-16	MUT15ME018
56	Naveen Anil	1997-06-04	MUT15ME045
57	Robin Jacob	1997-04-25	MUT15ME050
58	Ryan Nathaniel Pauljoseph	1997-09-30	MUT15ME052
59	Sanjay P S	1997-05-30	MUT15ME054
60	Regina Mathew	1997-03-29	MUT15CS048
61	Arya S	1998-01-10	MUT15EE012
62	Aishwarya Ravi	1997-07-29	NCE15CS006
63	Sruthi P	1997-11-16	NCE15CS072
64	Taniya Vincentk	1997-08-07	SHR15CS107
65	Vishnu Santhosh	1996-03-05	SHR15CS112
66	Vishnu Govind P R	1998-03-25	SHR15CS111
67	Angelica P A	1997-06-03	SHR15EC013
68	Ann Mariyajoy	1998-04-15	SHR15EC020
69	Anna Shobi	1997-08-15	SHR15EC021
70	Ranjini Pnair	1997-10-10	SCM15CS082
71	Rebecca Joshua	1997-06-07	SCM15CS084
72	Ajmala Nazreenk.S.	1995-07-13	SCM17CSCY02
73	Aswathy Mohanan	1997-07-11	SCM15EC018
74	Joseph Antonyjoji	1997-09-17	TKM15CS033
75	Amal Sathyan	1997-03-24	TKM15EC012
76	Anjana K	1996-09-17	TKM15EC017
77	Athira Ambujakshan	1997-04-13	TKM15EC036
78	Shafeeque K	1996-03-27	TKM15EE112
79	Vineetha V	1993-04-02	TKM17CSCE18
80	Cinta Sunny	1997-05-25	TOC15CS019
81	Ganjimala Praneetha	1997-06-25	TOC15CS022
82	Harikrishnan Vijayan	1997-06-06	TOC15CS025
83	Jini Sarageorge	1996-12-27	TOC15CS027
84	Sarga V K	1997-05-14	TOC15CS050
85	Sreelakshmi Rnair	1996-07-07	TOC15CS054
86	Winu Kavanal	1996-11-03	TOC15CS061
87	Sanjay R	1996-06-11	TOC15EE034
88	Blessy Babu	1996-08-16	TOC15EC021
89	Nisha Maryphilip	1997-03-29	TOC15EC048
90	Saranya Kvarma	1998-01-23	TOC15EC057
91	Muhammed Arafaz Vm Muhammedarafaz	1997-01-20	toc15ee023
92	Nelson Thomas	1996-06-01	TOC15IT024

B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
M.Tech./M.E.	Computer Science and Information Security
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
M.Tech./M.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electrical Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Information Technology

[illegible]

05-Jul-2019

Dear Ajmala Nazreen K S,
M.Tech./M.E., Computer Science and Information Security
SCMS School of Engineering and Technology



Candidate ID – 12726252

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Ajmal Nazreen K S	Designation:	Programmer Analyst Trainee
--------------	-------------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
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**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

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Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

08-Jul-2019

Dear Aswathy A,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 13477429

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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Please note

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Aswathy A	Designation:	Programmer Analyst Trainee
--------------	-----------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
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7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
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	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

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- Round the Clock Group personal accident Insurance coverage
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- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
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- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

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**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details

05-Jul-2019

Dear Ranjini P Nair,
B.Tech/B.E., Computer Science & Engineering
SCMS SCHOOL OF ENGINEERING & TECHNOLOGY



Candidate ID – 13119081

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Ranjini P Nair	Designation:	Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
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pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

05-Jul-2019

Dear Rebecca Joshua,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 13119082

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Rebecca Joshua	Designation:	Programmer Analyst Trainee
--------------	----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

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2. Redefine your salary structure within prescribed guidelines
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Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

05-Jul-2019

Dear Aswathy Mohanan,
B.Tech/B.E., Electronics and Communication Engineering
SCMS School of Technology and Management



Candidate ID – 13127972

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Aswathy Mohanan	Designation:	Programmer Analyst Trainee
--------------	-----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
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	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
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sset last name <sset@scmsgroup.org>

Fwd: Federal Bank Campus Recruitment Process 2018 -19 (Non – Officer Cadre) - Student registration Link

8 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Thu, Feb 14, 2019 at 6:56 AM

----- Forwarded message -----

From: <admin@hirepro.in>

Date: Wed, Feb 13, 2019 at 9:20 PM

Subject: Federal Bank Campus Recruitment Process 2018 -19 (Non – Officer Cadre) - Student registration Link

To: <varunmenon@scmsgroup.org>

**Campus Recruitment Process 2018-19 (Non - Officer Cadre)****Dear Placement Officer SCMSSET Ernakulam,**

Greeting from Federal Bank!

We are pleased to confirm campus recruitment drive at your institute on 25/Feb/2019.

In continuation to the same, we would like students to register through the below mentioned link.

<https://federalbank.hirepro.in/?event=8813&campus>**Note: While registering the marks across education should be in percentage only (Out of 100).**

Please communicate the same to eligible candidates.

Regards

Campus Recruitment Team - Federal Bank


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Thanks and Regards,

Dr. Varun G Menon

Associate Professor, Computer Science Engineering
 ACM Distinguished Speaker
 Corporate Relations and International Collaborations-in charge
 SCMS School of Engineering and Technology
 SCMS Group of Educational Institutions
 Karukutty, Ernakulam, Kerala, India - 683 582
 Office: +91-484-2450330 Mob: +91-8714504684
 Web: <http://www.scmsgroup.org>




 **eaab17e0-7d34-457a-9c22-56cae583d5b2Job_Descriptions_-_Clerks.pdf**
 518K

Dr. Varun G Menon <varunmenon@scmsgroup.org>
 To: SSET <sset@scmsgroup.org>

Thu, Feb 14, 2019 at 8:08 AM

[Quoted text hidden]

 **eaab17e0-7d34-457a-9c22-56cae583d5b2Job_Descriptions_-_Clerks.pdf**
 518K

SSET <sset@scmsgroup.org>

Fri, Feb 15, 2019 at 1:00 PM

Bcc: abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, Ahmed Sharafudeen <ahmedzsha97@gmail.com>, aishwarya johnson <aiswaryajohnsonpl@gmail.com>, ajaisooryan@yahoo.com, Ajay Warriar <ajayrwarrier@gmail.com>, Akhil Anders JR <akhilandersjr@gmail.com>, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraaj <deepak.deeraaj97@gmail.com>, derin.jose01@gmail.com, Don jose <jodonjo@gmail.com>, doyalasabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, harsh madani <harsh.madani36@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, pranav_97@live.com, PRAVEEN PRINCE <praveenprince7165@gmail.com>, rahidh saheer <Rahidhrockz@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Raizal Faizy <Raizalfaizy11@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, R-Kedgaming <vaishakm6@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilmambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewvattoly@gmail.com>, amith ravi <raviamith123@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com,

a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, Deepthy anikuttan <deepthyta1234@gmail.com>, Derick davis <derickd20000@gmail.com>, elsa antony <elsaammu16@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, Jonath Tharian <jonathihype@yahoo.com>, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasmaliackal@gmail.com>, mtvc1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapibrahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <saahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rhrlmsh123@gmail.com>, Raniya saeed <sraniya855@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, Sandhya Krishnakumar <97sandhya@gmail.com>, shekhasajanek@gmail.com, shilpapprasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, Sidharth Karat <sidharthk97@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>, abhijithajith21@yahoo.com, Adersh Ajith <adersh.ajith@gmail.com>, AISWARYA SHAJI <aiswaryaarackal27@gmail.com>, Albert Anto <albertanto608@gmail.com>, Ananthakrishnan R <ananthu763@gmail.com>, Anjana Warriar T <anjanatwarrior@gmail.com>, Antony Antoo <antonyantoo97@gmail.com>, antony vithayathil <vithayathilantony@gmail.com>, ARJUN HARI <arjunharikkam@gmail.com>, Ashik Pa <iambigcr7@gmail.com>, aswinip921@gmail.com, badish ca <badishblaze@gmail.com>, Benet Kolamkanny <benetbabu2828008@gmail.com>, BENIT BENNY <benitbenny@gmail.com>, jagadeesan cm <cm.jagadeesan0022@gmail.com>, Christeena John <christeenava@gmail.com>, Darshan Darshan <darshan.k.pradeep@gmail.com>, edwin george <edwingeorge123456789@gmail.com>, elsa antony <elsaantony100@gmail.com>, Gautham Sunil <gauthamsunil@gmail.com>, george m joy <georgemjoythegreat@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, gowriraveendran58@gmail.com, HARIKRISHNAN PALERI <hari444.paleri@gmail.com>, hasif rehman <hasifrehman.7@gmail.com>, Jobin Biju <jobinbiju@gmail.com>, jovithomas@gmail.com, krishnaja k <krishnajak67@gmail.com>, LAHIN SHAROOQUE <lahinsharooque@gmail.com>, Maneesh Murali <maneesh4evr@gmail.com>, MARTIN PAUL <martin1234paul@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Muhzin Muhammed <muhzin524@gmail.com>, Neelkrishna M <neelkrishna555@gmail.com>, pauljo thomas <pauljothomas37@gmail.com>, RONY DAVIS <ronykDavis@gmail.com>, ERROR 404 <sachinvarma930@gmail.com>, Sam JACOB ROY <samjacobroy@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shameem shad <shadbrother1@gmail.com>, shradhaajith@gmail.com, shreeram kc <shreeram.skc@gmail.com>, Siddharth Nair <siddharthnair4u@gmail.com>, sonnetpkunju@gmail.com, sreelakshminanattu@gmail.com, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, Vinayachandran P <vinayachandra001@gmail.com>, Vichu comm <vishnunair.sr@gmail.com>, Vivek George <vikig4188@gmail.com>, "Padmakumar P.K" <pradeeppadmakumar@gmail.com>, WILLFRED M VARGHESE <willfredmvarghese2020@gmail.com>, yadhu ramesh <yadhuramesh96@gmail.com>

Dear Students,

Find the details of **Federal Bank campus recruitment process for the post of Non – Officer Cadre**

Find the attached Job Description and Important Instruction for the candidates.

Eligibility criteria : 2019 passout B.Tech (Any stream)

Final year and final / penultimate semester students of graduate course in the stipulated discipline from any of the Universities incorporated by an Act of the Central or State legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as a University under Section 3 of UGC Act, 1956, or possess an equivalent qualification recognized by the Ministry of HRD, Government of India or approved by AICTE.

- Candidates should have completed their academics (from 10th onwards) in regular mode of study.
- Candidates should have consistent academic record of minimum 60% marks from 10th onwards (for 10th, 12th & Graduation).
- Non-attainment of minimum marks will disqualify the candidate from the final selection.

- As on date of recruitment process conducted by the Bank, candidate should have cleared all papers of the previous year's / semesters of the qualifying examination with 60% of marks and all the papers pertaining to the subsequent year's / semester(s) should be cleared along with the results of the final year / semester examination. The final years / semester examination should be cleared in the first chance itself.
- Candidates shall not exceed 24 years of age as on 01.11.2018 (Candidates should be born on or after 01.11.1994).
- Minimum percentage of marks prescribed for the examinations is not allowed to be rounded off. (For example: a candidate who secured only 59.99% of marks will not be permitted to appear for the campus process in case the minimum stipulated percentage is 60%)
- Bank reserves the right to raise the minimum eligibility standard/ other norms etc. in order to restrict the number of candidates to be included in the selection process.
- Graduation course must entail a minimum 3 years of education after completing higher secondary schooling (10+2). (Candidates completed diploma courses instead of higher secondary schooling are not eligible to participate in the selection process).

Note: Candidates should ensure that they are eligible as per the eligibility criteria stipulated by the Bank for the role of Clerks

1. Cost to Company

The Cost to Company per annum would be around `3.98 Lakhs depending upon the place of posting and other factors. The Take Home Pay will be around `24,500 per month (exclusive of statutory deductions).

2. Location

The selected candidates shall be posted in any of the Branches/Offices and is liable to be transferred to any Branch/ Office of the Bank depending upon the administrative requirements.

3. Period on Probation

The selected candidates will be on probation for a period of six months.

4. Service Level Agreement

The selected candidates will be required to execute a Service Level Agreement upon joining the Bank undertaking to serve the Bank for minimum 2 years or to pay the Bank a sum of Rs.30,000/- as cost of training in case the candidate leaves the Bank before completion of the service period.

5. Mode of Selection

The Campus Recruitment Process comprises of Online Assessments, Group Discussion and Personal Interview or any other mode of selection which will be decided by the Bank. All three stages are elimination phases and candidates found competent to be positioned in the profile offered by the Bank will be issued provisional offer letters for selection, subsequent to conclusion of the selection process.

The Online Aptitude Test comprises of 5 sections as shown below.

Sl No	Section Name	No: of questions	Time
1	Verbal Ability / English Language	12	Total Time is 45 minutes for all the tests together
2	Logical Aptitude / Reasoning	12	
3	Quantitative / Numerical Ability	12	
4	General, Socio-economic & Banking Awareness	12	
5	Computer Awareness	12	

Total	60
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The Online Aptitude Test will immediately be followed by a psychometric assessment for a maximum duration of 15 minutes.

They propose to conduct the selection process at FISAT as per the schedule mentioned below.

Schedule	Online Assessment & Group Discussion	Personal Interview
Date	25.02.2019	To be intimated later
Reporting Time	08.30 AM	
Venue	Federal Institute of Science And Technology, Hormis Nagar, Mookkannoor, Angamaly - 683577	

Federal Bank has authorized M/s HirePro, an external management consultant for facilitating the conduct of the process at the FISAT campus.

URL for online registrations for participating in the process is given below and it will be live till 20.02.2019, End of Day. Candidates shall be advised to enter a valid e-mail ID, as all the necessary correspondences will be routed to the e-mail ID entered by them at the time of registration.

In continuation to the same, we would like students to register through the below mentioned link.

<https://federalbank.hirepro.in/?event=8813&campus>

Note: While registering the marks across education should be in percentage only (Out of 100).

Imp: Donot share or forward the link with any of your friends and classmates for security reason.

Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>
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518K

SSET <sset@scmsgroup.org>

Fri, Feb 15, 2019 at 1:03 PM

Bcc: Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, adarsh sisi tk Ashi <adarshsasi@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, althafashruf997@gmail.com, amalnambar97@gmail.com, Anand Anil <anandanil1997@gmail.com>, Anand U <uanand97@gmail.com>, apu joseph <apujoseph55@gmail.com>, Aravind Uday <aravind.uday97@gmail.com>, ARJUN

KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun krishna <arjungkrishna288@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, aswinpushkar@gmail.com, aswin chand <ppaswinlatha@gmail.com>, athuljyothis18@gmail.com, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, vpoyil@yahoo.co.in, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, bonny thomas <bonnythomask@gmail.com>, Dany VA <danyvadassery@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raj <doniraju111@gmail.com>, eby paulachan <ebypaulachan6413@gmail.com>, emmanuel joy <emmanuelJoy11@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, gauthammkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Gokul Anil <gokulanil48@gmail.com>, Haresh ps <hareshps418@gmail.com>, "Hari govind .a" <harimadhavam10@gmail.com>, iguzz creations <ignaciouscherian123@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, JEFFREY SHAJI <jeffreys haji1997@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, jithild@gmail.com, Jithin Joseph <jithin7797@gmail.com>, joel antony <joelantonyalbert@gmail.com>, joseph sabu <josephsabub360@gmail.com>, joswin m o <joswinmo44@gmail.com>, jussaim007@gmail.com, Arunjith Kr <aruvi67@gmail.com>, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Lijo Mon George <lijomongegorge97@gmail.com>, Luke Dennis <lu kedennis007@gmail.com>, Mohammed Sahal <mohammedsahal356@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Nandagopal MNair <nandagopalmnair7@gmail.com>, nandhushanthosh22@gmail.com, Neil Jacob Abraham <neiljacobraham@gmail.com>, Nigal Paul <nigalpaul61@gmail.com>, NIKHIL GEORGE <nikhilpopzgeorge@gmail.com>, nikhil George <nikhilmgorge@gmail.com>, NITHIN KV <nithinkarakurussi@gmail.com>, Nithin Raveendran <nithinraveendran@gmail.com>, aravindba50@gmail.com, Raghav Sunil <raghavsunil.sachu@gmail.com>, Rahulk Pankajakshan <rahulkpankajakshan@gmail.com>, Rojin Jose <rojinjose282@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, Sanjay Mathew <sanjaymathew83@gmail.com>, Sebastian Jacob <sebjak459@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, Shawn Thomas George <shawnthomas97@gmail.com>, shifashameed16@gmail.com, sreejith.r@live.com, Thoppil Sreejith <tsreejith999@gmail.com>, ts sreejith <sreejithoknow@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Rahul Vinod <rahulvi1987@gmail.com>, Hari Krishnan <harikrishnan910@gmail.com>, j.vaisu97@gmail.com, Varun Jain <vjkhersingh@gmail.com>, Vivek K Sunil <vivekksunil100@gmail.com>, vysakksreenivas@gmail.com, abhay krishnan <abi007krishnan@gmail.com>, "ABHIJITH .V" <abhijithv575@gmail.com>, archeroono Gaming <girarcus@gmail.com>, allrounder sport <abhinandtheallrounder@gmail.com>, Abind Krishna <abindkrishna47@gmail.com>, Ajith Sankar <ajithsankar90@gmail.com>, ALAN ANTO <alananto1997@gmail.com>, albinmp4@gmail.com, allenmathews@rediff.com, Ambady Anil <ambadyanil007@gmail.com>, ANAND KC <anand.appu321@gmail.com>, Athul Ashok <athulashok300696@gmail.com>, Ayoo b Ameen <ayoobameenpukodaly@gmail.com>, AZHAR IBRAHIM <azharrockz786@gmail.com>, "Ben k.s" <benchelsea@gmail.com>, Bijil Babu <bijilbabu470@gmail.com>, Chandra Prakash <chandraprakashplr@gmail.com>, charukesh pm <pmcharukesh@gmail.com>, "devakrishna c.premji" <devakrishnac@gmail.com>, Godfrin Dual <godfrindualj@gmail.com>, Hashim Hamza <hashimblackkp96@gmail.com>, Jayakrishnan B <jayakrishna50@gmail.com>, jayakrishnan.jkb@gmail.com, joyjithin244@gmail.com, Karthik Ramanathan <karthikramanath96@gmail.com>, Krishna Vini <krishvini1309@gmail.com>, Leo Swithin <leoswithin710@gmail.com>, Rohith M <rohithm26@gmail.com>, MOHAMMED AZIL <azilerattakulam@gmail.com>, Mohammed Shahinsha <shahinsha96@gmail.com>, Sachin George <sachingeorge97@gmail.com>, ROSHAN JOHN MATHEW <rjm77255277cw@gmail.com>, sachin ks <777sachinks@gmail.com>, Jhonson James <shervinjohnson1997@gmail.com>, Stevin Shaji <stevinshaji5777@gmail.com>, thabsheer mon <thabsheermon@gmail.com>, Tuhin Thomas <tuhinthomas24@gmail.com>, Visakh R <v7onthemove@gmail.com>, vishnu vs <vishnuvsssetauto@gmail.com>, YADU AKKU <yaduakku572@gmail.com>, Yogendra Pai <yogijpai97@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, Abhijith pradeep <abhijithpradeep12@gmail.com>, abhimanue KR <abhimanue567@gmail.com>, Abhishek Mohan <abhishekmohan280@gmail.com>, ahab sanwaya <ahabsanwaya@gmail.com>, Sarhan Ahmd <ahmdsarhan@gmail.com>, Akash Cs <akashcs.siva@gmail.com>, Akhil Jith <akhiljith97@gmail.com>, aksahyaramesh@gmail.com, Althaf ahmed kb <althafahmed619@gmail.com>, Amal Benny FaKeD <abamalbenny@gmail.com>, AMAL HEMARAJ <amalhemaraj@gmail.com>, ANAGHA RAGHAVAN <anurkasthuri731@gmail.com>, Anala Benny <analabenny@gmail.com>, ANANTHU BOSE <ananthubose97@gmail.com>, Anjana Meria Saviour <anjanamsaviour@gmail.com>, Aparna Prakash <aparnaprakash.ammu@gmail.com>, Arjun R <arjunrch@gmail.com>, arshak p <arshakp94@gmail.com>, arshitharajeevan@gmail.com, ar554309@gmail.com, arya000k@gmail.com, aryajprakash@gmail.com, Ashik Ali <ashikfd13@gmail.com>, ashikpoulo63@gmail.com, Ashitha Thampi <ashithat97@gmail.com>, myselfashwinkm@gmail.com, ASWATHY SHAJI <aswathyshaji2015@gmail.com>, Aswathy Ravindran <aswathyachuz19@gmail.com>, "Aswin k.m" <aswintharayil@gmail.com>, Aswin Sanju <sanjuurbuddy@gmail.com>, Athira K <aathuathirak@gmail.com>, Athul Yesudas <athul.yesudas@gmail.com>, aysha salam <ayshasalam29@gmail.com>, basil biju <basilbiju97@gmail.com>, Dahlia Theresa <dahlianilavareth@gmail.com>, Dakshine Dxn <dakshined@gmail.com>, Deepthi Kurian <deepthikurian15@gmail.com>, Delvin Johnson <delvinjohnsonpadayattil08@gmail.com>, Devassy Pauly <devassypauly@gmail.com>, dorisdavis97@gmail.com, Famitha Shamsudheen <famithashams@gmail.com>, gauthamgg18@gmail.com, GEETHU BENNYSON <geethubennyson@gmail.com>, gourinandini@gmail.com, Hebin kangappadan <hebinkangappadan@gmail.com>, hilna shanu <hilnashanu@gmail.com>, Jacob Abraham <jacobputhukkeril@gmail.com>, Jaseena Mol <jaseenamol97@gmail.com>, Jibin Varghese <jibinchittuparambil@gmail.com>, Jomy Jose <jomyjose096@gmail.com>, kiran babu <kiranbabu3397@gmail.com>, KRISHNAPRIYA K B <krishnapriya28081996@gmail.com>, Maanas Mathen George <maanas.mathen.2@gmail.com>, Malavika Ns <malavika6545@gmail.com>, Manu Thomas <manuthomas1996@gmail.com>, meerajose23@gmail.com, meera mohan <meeraammu997@gmail.com>, Megha Venugopal <meghavenugopal30@gmail.com>, MELVIN JESTICE <melvinjestice98@gmail.com>, MOHAMMED NIHAL

<mohammednihal97@gmail.com>, fayid khan <fayidkhanfk1020@gmail.com>, nasnamohamedali@yahoo.com, nehala shoukath <nehala747@gmail.com>, Nikhila Ann <annnikhila@gmail.com>, nimmy78910@gmail.com, niroshasivan@gmail.com, Nithin VS <nithinvs134@gmail.com>, POOJA JAYAKRISHNAN <pooja.jnair30@gmail.com>, Radhu Dileep <radhudileep@gmail.com>, rawdha assainar <rawdha.assainar@gmail.com>, renju krishnan <rkrishnan955@gmail.com>, Rohith Menon <rohithmenon367@gmail.com>, Rosmin Thomas <rosmine21@gmail.com>, SACHIN SAJI <sachinsaji009@gmail.com>, sahla kc <sahlaerakkodan@gmail.com>, Sanam Fathima <fathsanam@gmail.com>, serinajoseph07@gmail.com, sheethal santhosh <sheethalsanthoshkalathil@gmail.com>, shivani vinu <shivani.vinu11@gmail.com>, Sreehari P <sreehari96.p@gmail.com>, Sreekanth KS <sreeandshiva@gmail.com>, sreenath sreedharan <sreenathsreedharan21@gmail.com>, APPU THILAKAN <sreeragthilakan1997@gmail.com>, Sreeram Balraj <u7156k@gmail.com>, iamsreevidyas@gmail.com, Sruthi Harikumar <sruthiharikumar123@gmail.com>, Sruthi Rajan <sruthi.rajann@gmail.com>, sathyashiva018@gmail.com, syam mohan <syammohan3224@gmail.com>, THEJNA S <sthejna@gmail.com>, Tony Joy <tonyjoy60@ymail.com>, Cyril Varghese <cyrilvarghesedavis333@gmail.com>, Varsha Asok <varshacharu8@gmail.com>, "Venkitesh p.suresh" <venkiteshpsuresh9@gmail.com>, VIJITHA V N <vijithapattath@gmail.com>, Vinay krishnan PU <vinaykpu424@gmail.com>, "Vishnu E.S" <es.11vishnu@gmail.com>, vishnu murali <vishnumurali973@gmail.com>, Vishnuja Sajive <vishnujanair@gmail.com>, lakshmisani@rocketmail.com

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vishnu vs <vishnuvssetauto@gmail.com>
To: SSET <sset@scmsgroup.org>

Sun, Feb 17, 2019 at 3:52 PM

Vishnu V S
S8 Automobile
SAU/6779/15
I am interested in this recruitment drive

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: vishnu vs <vishnuvssetauto@gmail.com>

Mon, Feb 18, 2019 at 7:17 AM

Register online through the link provided in below mail

[Quoted text hidden]

sachin ks <777sachinks@gmail.com>
To: SSET <sset@scmsgroup.org>

Tue, Feb 19, 2019 at 8:59 PM

I couldnt register...error occured

[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Wed, Feb 20, 2019 at 7:37 PM

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Campus Recruitment Process 2018-19 for the post of Clerks in Non Officer Cadre - Final Results

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Sat, Mar 30, 2019 at 3:05 PM

To: SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: **HR - TAD (Talent Acquisition)** <careers@federalbank.co.in>

Date: Sat, Mar 30, 2019, 2:52 PM

Subject: Campus Recruitment Process 2018-19 for the post of Clerks in Non Officer Cadre - Final Results

To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Dear Sir / Madam,

We are glad to inform you that 4 candidates from your college have come out successful in the final round of selection process for the post of Clerks in Non-Officer Cadre held in Zonal Office, Ernakulam. The names of the successful candidate is given in the Annexure.

They are provisionally selected for absorption in Bank's service as Clerks in Non-Officer Cadre subject to other terms and conditions to be intimated separately. Provisional Offer Letter of the selected candidates attached herewith. Kindly send the same back along with their signature if they are accepting the offer. Please note the final offer letter will be issued only after successful detailed verification of the documents submitted by the candidates.

Annexure

Candidate Id	Full Name	College (Final Degree)
1990491	ANJANA NAIR	SCMS School of Engineering and Technology, Ernakulam
1986288	KRISHNA K VINI	SCMS School of Engineering and Technology, Ernakulam
1990643	LIJO MON GEORGE	SCMS School of Engineering and Technology, Ernakulam
1991895	SARATH S	SCMS School of Engineering and Technology, Ernakulam


Warm Regards,

Vineeth Vijayan

Assistant Manager | HR Talent Acquisition & Deployment | The Federal Bank Limited | Head Office | Aluva |
Ernakulam | Kerala | 9495295747

Ph No: 0484 - 2634032, 2621720 | www.federalbank.co.in

 Description: Description: cid:image001.png@01D02A85.F0949270

 Email Signature

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials.
Federal Bank never asks for your confidential credentials.

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The Federal Bank Ltd

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The Federal Bank Ltd

4 attachments

 **image001.png**
1K

  **image002.jpg**
11K

  **image002.jpg**
11K

 **SCMS.pdf**
1613K

SSET <sset@scmsgroup.org>

Sat, Mar 30, 2019 at 3:12 PM

Bcc: Aashik Salim <aashiksalim97@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, anand lokanath <anandlokanath123@gmail.com>, Anand U <uanand97@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Devika S <devuolavaipu@gmail.com>, Jonath Tharian <jonathatype@yahoo.com>, Krishna Vini <krishvini1309@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, rosemariypoly777@gmail.com, sachin s <sachinsureshscms@gmail.com>, Sarath S <sarathsmailbox1997@gmail.com>, ktuecnotes@gmail.com

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Ph No: 0484 - 2634032, 2621720 | www.federalbank.co.in

 Description: Description: cid:image001.png@01D02A85.F0949270 Email Signature

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 **SCMS.pdf**
1613K

SSET <sset@scmsgroup.org>

Wed, Jul 17, 2019 at 11:39 AM

To: "HR - TAD (Talent Acquisition)" <careers@federalbank.co.in>

Dear Sir,

Thanks for the intimation of issue of the offer letters for the post of Clerk post. It may kindly be noted that the final semester results are published by our affiliated university, APJ Abdul Kalam Technological University and we are **ranked 9th position** among the colleges in our state.

Hope the same cooperation in coming years too.

Regards,

Sujitha Vinod
Secretary Placement Cell
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
[Quoted text hidden]

HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Anjana Nair
SCMS School of Engineering & Technology
Ernakulam

Dear Sir / Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

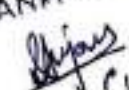
We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


V. R. Jose
VP - Retail Business



Accepted the offer.
ANJANA NAIR

(1/4/19)



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Krishna K Vini
SCMS School of Eng & Technology,
Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

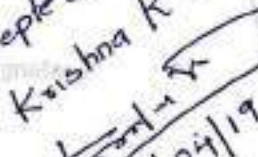
We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


VP - Talent Acquisition
Name: Vini Jose



Accepted the offer
Krishna K Vini

01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Lijo Mon George
SCMS School of Eng & Technology
Ernakulam

Dear Sir / Madam,

Hearty Congratulations...

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks In Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

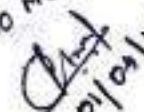
We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


Name: Vinu Jose
VP - Reclut Business



Accepted the offer
Lijo Mon George

01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Sarath S
SCMS School of Eng & Technology
Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,



VP - HR Business



Accepted the offer
Sarath S
01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. AKHIL RODRIGUES
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of two years from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


John P J
Vice President (HR)



ACCEPTED THE OFFER
WITH THANKS



AKHIL RODRIGUES

26/3/2019



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. RAHUL S
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of two years from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,



John P J
Vice President (HR)



ACCEPTED THE OFFER
WITH THANKS



RAHUL S
26/3/2019



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. SABARI NATH M
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of two years from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


John P J
Vice President (HR)



ACCEPTED THE OFFER

WITH THANKS


SABARI NATH M
26/3/2019





Hi Sir/ Madam

After completing all the discussions and interview rounds, we selected some students from your 2019 batch. Please find those talents from the below list:

Sl.No	Name	Branch
1	Meritta Shibu	EC
2	Athira S	EC
3	Harsha Manoj	EC
4	Lakshmi K B	EC
5	Shivani G	EC
6	Athira Unnikrishnan	EC
7	Sachin Suresh	EC
8	Meenakshi Nair J	EC
9	Shekha E K	EC
10	Aswathy Menon K	CS
11	Athira	CS
12	Sunitha Sahu	CS
13	Elsa Antony	EEE
14	Sreelakshmi M G	EEE
15	Krishnaja K	EEE
16	Sreya Das P	EEE
17	Tom Saji	EEE
18	Aswathy R R	CE
19	Aathira J Frankur	CE
20	Dahlia Theresa N J	CE
21	Anala Benny	CE
22	Jibin Varghese	CE
23	Nimmy T M	CE

** If someone want to drop out, please inform me as early as possible. So, we can refill the vacancy with some other students **

Best regards,

Riya Varghese

HR Associate

+91 623-853-3146

REDEMER TEC

Sl	Course with	Name	Roll No.	DOB	Gen	Perce	
						10th	12th
3	B.Tech EC	MEENAKSHI NAIR J	SEC/6465/15	10/01/97	F	10.00	83.80
4	B.Tech EC	SACHIN SURESH	SEC/6442/15	23/09/97	M	91.20	82.00
5	B.Tech EC	SONU JACOB	SEC/6522/15	07/05/96	F	97.00	93.00
6	B.Tech EC	VIDHYA PRAKASH T	SEC/6546/15	21/10/97	F	91.11	86.42

HNOLOGIES

antages in				
B.Tech (aggregate cgpa till 6th sem)	Contact No.	E-mail id	No. of cu	
7.60	0479 2386205, 9447195364	meenajnair@gmail.com	0	SELECTI
6.74	0484 2558785, 7510220691	sachinsuresh231997@gmail.com	1	SELECTI
8.24	8606447553	sonujacob2015@gmail.com	0	SELECTI
7.04	9567763661, 8129507365	vidhyaprakash220@gmail.com	0	WAITLIS



sset last name <sset@scmsgroup.org>

Fwd: Offer Letter from Redeemer Technologies

2 messages

SONU JACOB <sonujacob2015@gmail.com>
To: sset@scmsgroup.org

Wed, Apr 17, 2019 at 9:37 PM

----- Forwarded message -----

From: Redeemer Technologies <info@redeemertechnologies.com>

Date: Thu, 11 Apr 2019, 12:57

Subject: Offer Letter from Redeemer Technologies

To: sonujacob2015 <sonujacob2015@gmail.com>

Dear Sonu,

Good day!

We are happy to inform you that you can join our company as Junior Developer (Trainee). You can join us on 13/04/2018 by 10 am. Please find the required documents below.

Documents required.

1. Two Passport Size Photos.

Copies of:

2. ID Proof.
3. Address Proof.
4. 10th Pass Certificate.
5. 12th Pass Certificate.
6. Graduation/Post Graduation Certificate.
7. Work Experience Letter or Other relevant Certificates, if any.
9. PAN Card.
10. Adhar Card.

Please Note: Remunerations and other terms are provided in the Appointment Letter and AL can be collected from the Office on joining Date.

Warm regards,

HR,
Redeemer Technologies

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Mon, Apr 22, 2019 at 6:22 PM

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Tech M Drive Invitations

1 message

Saravana Raj <Saravana.Raj@niit.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Fri, Jul 19, 2019 at 11:02 AM



Dear Mr. Varun,

We are organizing recruitment drive on 20th July 2019 at Sree Narayana Mangalam Institute of Management and Technology - Maliankara , One of the world's leading Top Tier IT Services Company, Tech Mahindra.

They are in partnership with NIIT as **given approval to hire 2019 Engineering** (1000+ Candidates). They are ranked highly in the Fortune 500 and is consistently listed among the most admired companies in the world.

On behalf of Tech Mahindra, NIIT Ltd will do the recruitment drive at your campus and shortlist candidates will attend interview at Tech M campus, The selected candidates will be offered Letter of Intent by Tech Mahindra and will enroll for a 3 month Post Graduate Program – Tech Mahindra at NIIT.

Candidate passed an 'Assessment' that would be conducted by Tech Mahindra after completion of the aforesaid NIIT's specially designed certification program with min of 70% marks. You are entitled to a maximum of Two (02) chances for you to appear in this 'Assessment'.

Eligibility:

- ❖ **BE / B. Tech / MCA** – Year of passing – **2018 / 2019**.
- ❖ Candidate should have passed out graduation without any backlog.
- ❖ Engineering Streams – CS/CE, IT, E&C, Communication/Telecom, Electronics.
- ❖ X, XII / Diploma, Engg Grad, UG & MCA scores in case of MCA – Min 60% or First Class as passing out grade.
- ❖ Gap of 1 year allowed post Passing Xth Std.

Requesting you to ensure only eligible students to participate in the Tech M test as give below.

Sl. No.	College Name	Student Name	Department	10 th marks %	12 th marks %	Degree marks %	Emil id	Mobile no.
1								

2								
---	--	--	--	--	--	--	--	--

Or

Student can give their confirmation for participating by registrations link ,

https://docs.google.com/forms/d/e/1FAIpQLSdw01oU0jR9YPHGWUk95KTcT4hWezsxgtpMfjLqMyqc66yk5A/viewform?usp=sf_link

Venue: Sree Narayana Mangalam Institute of Management and Technology

Maliankara P.O, Moothakunnam

N.Paravur, (Dist.) Eranakulam

Kerala-683 516

Date: 20th July 2019

Time: 09:30 AM

Attaching company / Eligibility details / Sample LOI

Regards,

Saravana Raj S

9655051990

Visit us at: <http://www.niit.com>

Follow us on: <http://www.twitter.com/niittd>

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2 attachments



Tech M.pdf
210K



image002.emz
19K

1701060/ ELTP-NIIT / 2019

May 24, 2019

Subject: Letter of Intent

Dear Jonath Iype Tharian,

We are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ⇒ You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
- ⇒ Complete a specifically designed certification course at **NIIT** at your own cost, which shall not be reimbursed by Tech Mahindra, and
- ⇒ You have successfully passed an '**Assessment**' that would be conducted by Tech Mahindra after completion of the aforesaid NIIT's specially designed certification course with min of 70% marks. You are entitled to a maximum of **Two (02) chances** for you to appear in this 'Assessment'.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ⇒ You will be under **probation for a period of 3 (three) months** from the date of joining.
- ⇒ During probation period, you will be eligible for Annual Salary package of **INR 300,000 (Indian Rupees Three Hundred Thousand Only)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- ⇒ Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- ⇒ In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ⇒ At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra. You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **13th September 2019** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

A handwritten signature in black ink, appearing to read "Preeti Choudhary".

Head - Resource Management Group

Annexure – A

Total Cost to Company (TCC) (Per Annum)	3,00,000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@30% of Total Fixed Pay)	78,373
HRA (@50% of Basic Pay)	39,187
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	9,405
Flexible Components of TFP ^	110,279
Total Fixed Pay (Per Annum)	261,244
Total Variable Pay (TVP) (Per Annum) (*)	29,028
Total(A)	290,272
Additional Benefits(B)	9,728
Gratuity	3,770
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
Total Cost to Company (Per Annum) -----(A) + (B)	300,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)	3,25,000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@30% of Total Fixed Pay)	85,037
HRA (@50% of Basic Pay)	42,519
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,204
Flexible Components of TFP ^	1,21,695
Total Fixed Pay (Per Annum)	2,83,455
Total Variable Pay (TVP) (Per Annum) (*)	31,496
Total(A)	3,14,951
Additional Benefits(B)	10,049
Gratuity	4,091
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
Total Cost to Company (Per Annum) -----(A) + (B)	3,25,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

1701069/ ELTP-NIIT / 2019

May 27, 2019

Subject: Letter of Intent

Dear Meenu Yohannan,

We are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ⇒ You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
- ⇒ Complete a specifically designed certification course at **NIIT** at your own cost, which shall not be reimbursed by Tech Mahindra, and
- ⇒ You have successfully passed an '**Assessment**' that would be conducted by Tech Mahindra after completion of the aforesaid NIIT's specially designed certification course with min of 70% marks. You are entitled to a maximum of **Two (02) chances** for you to appear in this 'Assessment'.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ⇒ You will be under **probation for a period of 3 (three) months** from the date of joining.
- ⇒ During probation period, you will be eligible for Annual Salary package of **INR 300,000 (Indian Rupees Three Hundred Thousand Only)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- ⇒ Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- ⇒ In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ⇒ At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra. You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **16th September 2019** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

A handwritten signature in black ink, appearing to read 'Preeti Choudhary'.

Head - Resource Management Group

Annexure – A

Total Cost to Company (TCC) (Per Annum)	3,00,000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@30% of Total Fixed Pay)	78,373
HRA (@50% of Basic Pay)	39,187
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	9,405
Flexible Components of TFP ^	110,279
Total Fixed Pay (Per Annum)	261,244
Total Variable Pay (TVP) (Per Annum) (*)	29,028
Total(A)	290,272
Additional Benefits(B)	9,728
Gratuity	3,770
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
Total Cost to Company (Per Annum) -----(A) + (B)	300,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)	3,25,000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@30% of Total Fixed Pay)	85,037
HRA (@50% of Basic Pay)	42,519
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,204
Flexible Components of TFP ^	1,21,695
Total Fixed Pay (Per Annum)	2,83,455
Total Variable Pay (TVP) (Per Annum) (*)	31,496
Total(A)	3,14,951
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Gratuity	4,091
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Total Cost to Company (Per Annum) -----(A) + (B)	3,25,000
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1701068/ ELTP-NIIT / 2019

May 27, 2019

Subject: Letter of Intent

Dear Sreyadas P,

We are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ⇒ You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
- ⇒ Complete a specifically designed certification course at **NIIT** at your own cost, which shall not be reimbursed by Tech Mahindra, and
- ⇒ You have successfully passed an '**Assessment**' that would be conducted by Tech Mahindra after completion of the aforesaid NIIT's specially designed certification course with min of 70% marks. You are entitled to a maximum of **Two (02) chances** for you to appear in this 'Assessment'.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ⇒ You will be under **probation for a period of 3 (three) months** from the date of joining.
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Registered Office:
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www.techmahindra.com
CIN L64200MH1986PLC041370

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This Letter of Intent shall cease to be valid on **16th September 2019** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

A handwritten signature in black ink, appearing to read 'Preeti S. Suresh'.

Head - Resource Management Group

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sset last name <sset@scmsgroup.org>

FW: Recruitment - Graduate Engineer Trainee

19 messages

HRD OEN <hrd@oenindia.com>
To: sset@scmsgroup.org

Sat, Apr 27, 2019 at 2:45 PM

Dear Sir

As discussed over telephone, We are planning to recruit some freshers (passing out in the year 2019) for the position of Graduate Engineer Trainee. Below are the details:

Qualification: BTech (EC/EEE/ME)

Selection Criteria: 70% (with no backlogs)

It would be grateful, if you help us by sharing matching resumes of students who are interested to work in manufacturing sector.

Hoping to hear positively from you

Warm regards

Lakshmy Manohar

[HRD](#)

OEN INDIA Ltd

Contact No: 0484-3053718

From: HRD OEN [mailto:hrd@oenindia.com]
Sent: Thursday, April 25, 2019 10:19 AM
To: 'sset@scmsgroup.com'
Subject: Recruitment - Graduate Engineer Trainee

Dear Sir

As discussed over telephone, We are planning to recruit some freshers (passing out in the year 2019) for the position of Graduate Engineer Trainee. Below are the details:

Qualification: BTech (EC/EEE/ME)

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Hoping to hear positively from you

Warm regards

Lakshmy Manohar

[HRD](#)

OEN INDIA Ltd

Contact No: 0484-3053718

SSET <sset@scmsgroup.org>
To: HRD OEN <hrd@oenindia.com>

Sat, Apr 27, 2019 at 3:11 PM

Dear Madam,

Thanks for the mail. The resume of interested students will be mailed to you soon. Meanwhile, kindly let us know the CTC provided to freshers for the post by your esteemed organization and details of selection process.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: HRD OEN <hrd@oenindia.com>

Tue, Apr 30, 2019 at 2:08 PM

Dear Madam,

As per the mail attached herewith the resume of interested ME. EEE, ECE students for the recruitment drive to be conducted by your esteemed organization . Meanwhile, kindly let us know the CTC provided to freshers and details of selection process.

We are happy to host the process at our campus at any convenient date. Kindly confirm further details.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582



sset last name <sset@scmsgroup.org>

Candidates shortlisted - Graduate Apprentice Trainee

4 messages

HRD OEN <hrd@oenindia.com>
To: SSET <sset@scmsgroup.org>
Cc: Joe Jose <jj@oenindia.com>

Fri, May 24, 2019 at 10:31 AM

Dear Sir

We hereby inform you that, the following candidates have been shortlisted in the interview conducted on 15th & 16th May, 2019.

1. Aiswarya Shaji
2. Shwetha Mary Sam

Kindly intimate the candidates accordingly.

We will finalize the details by 30th May, Thursday

Warm Regards

Lakshmy Manohar

O/E/N India Limited

From: SSET [mailto:sset@scmsgroup.org]
Sent: Tuesday, May 14, 2019 2:30 PM
To: HRD OEN
Subject: Re: FW: Recruitment - Graduate Engineer Trainee

Noted.

On Tue, May 14, 2019 at 2:03 PM HRD OEN <hrd@oenindia.com> wrote:

Dear Sir

Sorry for the inconvenience. Due to the hectic schedule we have made some changes in the dates and time of some candidate's interview. We would be conducting interviews both on 15th & 16th May 2019 (Wednesday & Thursday). Find below the new schedule:

Name	Date	Time slot
Shwetha Mary Sam	15th May	9.15 am
Anand Krishna J	15th May	9.15 am
Krishnaja K	15th May	10.30 am
Aiswarya Shaji	15th May	1.15 pm
Gopikrishnan S	16th May	9.15 am
Risvan T M	16th May	10.30 am

Warm regards,

Lakshmy Manohar

HRD

O/E/N India Limited

From: SSET [mailto:sset@scmsgroup.org]
Sent: Tuesday, May 14, 2019 11:57 AM
To: HRD OEN
Cc: Varun Menon G
Subject: Re: FW: Recruitment - Graduate Engineer Trainee

Dear Madam,

Thanks for the schedule and our shortlisted candidates will report as per the same.

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

O/E/N India Limited

REGD. OFFICE : VYTTILA P.B. NO. 1952, COCHIN-682 019, KERALA, INDIA

PHONE : (0484) 2301132, 2303709, 2302483 & 3014120

FAX : (0484) 2302287, 2302211

CIN : U31200KL1968PLC002169

E-Mail : sales@oenindia.com, Website : www.oenindia.com

FACTORY : ELECTROGIRI, P. B. No. 1, MULANTHURUTHY - 682 314, VIA COCHIN, INDIA

PHONE : (0484) 3053600, 2711321 to 2711328 FAX : (0484) 2711891

OUR REF: MNG/673

13th July, 2019

YOUR REF:

Ms. Shwetha Mary Sam,
Plamnotil House,
Karuvatta,
Adoor P O,
Pathanamthitta- 691 523

Dear Madam,

Position – Graduate Apprentice Trainee

We refer to your application seeking training in the Company and the interview you had with us on 15th May, 2019. We are pleased to appoint you as "Graduate Apprentice Trainee" on the following terms & conditions:-

1. You will have to undergo training for a period of one year from 15th July, 2019, which may be extended or reduced depending upon the progress you show in the training.
2. During the training period you will be given a consolidated monthly stipend of Rs.21,000/-.
3. The place of training will be initially in the Factory at Mulanthuruthy-682 314 Kerala State or in any of its associate organisations/new projects. You should be prepared to undergo training and work at any place in India, directed by the company.
4. The progress of your training will be evaluated every three months and if found unsatisfactory your training will be terminated forthwith. Even otherwise company reserves the right to terminate the training without assigning any reason and without notice. You will also have the option to terminate your employment by giving one month's notice in writing to the company, provided you settle all dues to the company.
5. You are expected to undergo training, work and gain hands on experience on operational and functional aspects of the processes and machines of the department assigned to you. You should also assist the shift-in-charge to organize and supervise the shift working of the department and related functions.
6. Your services as a trainee will be governed by the rules in force from time to time.



.....2/-

An ISO 9001 : 2015 & IATF 16949 : 2016, ISO 14001 : 2004, OHSAS-18001:2007 Company

GEN 20340-12/5000

7. You are required to complete the training and serve the company for a period of 18 months from the date of completion of training for which you have to give adequate guarantee/execute an agreement. You will be required to repay 50% of the consolidated allowance you received, to the company, if you fail to complete the training. Similarly if you fail to serve the company for 18 months after completion of training, you will have to pay Rs.75,000/- as training expenses and compensation to the company. Your training and further employment will be governed by the agreement you have signed with the company.
8. Your confirmation of services in the company would be based on your performance, aptitude and attitude during the training period. On successful completion of training, if you are found suitable, you will be appointed to a suitable position by a fresh appointment order, in the company or in any of its associate organisations or new projects promoted by us subject to your medical fitness certified by company doctor. The posting can be anywhere in India.
9. You will have to make your own arrangements for accommodation and transportation to and from the place of work or the place of your training. Since you may also be required to undergo training/job in day and night shifts as and when required, your residential facility should be at a place easily accessible to your place of training/job.
10. This appointment order is issued subject to you being found medically fit in the medical examination conducted by the doctor named by the company. Your continuation in service will always be subject to you being found fit in the periodical medical examinations.
11. You should produce the following documents/certificates while joining duty.
 - a. Certificates of educational qualifications and proof of age in original along with a photocopy.
 - b. Documents proving Identity, residence address (Voter's Identity Card, Driving Licence, Passport, Aadhar Card etc.) in original along with photocopy.
 - c. Two passport size and two stamp size photographs.
 - d. Reference certificates in original from two local persons of status
 - e. Relieving order from last employer.

We are sending this letter in duplicate. If you accept the terms and conditions mentioned herein, please sign and return the duplicate copy as token of your acceptance of the terms and join for training at 8.30 A.M. on 15th July, 2019 at the Factory at Mulanthuruthy - 682 314.

We hope that your training and employment with us will be mutually satisfying.

We wish you well.

Yours faithfully,
For O/E/N INDIA LIMITED



(PAMELA ANNA MATHEW)
MANAGING DIRECTOR



JJ:krs



sset last name <sset@scmsgroup.org>

UL Technology Solutions.

9 messages

HR Sahrdaya <hr@sahrdaya.ac.in>

Fri, May 3, 2019 at 5:00 PM

To: Placement Cell <placement@cce.edu.in>, bibinjoy@jecc.ac.in, "ANIL ANTONY P." <placement@thejusengg.com>, Sset Last Name <sset@scmsgroup.org>, Placement Cell - FISAT <placements@fisat.ac.in>

Dear Ms.Vini,

Greetings from UL Technology Solutions.

With reference to our telecon, we UL Technology Solutions Pvt Ltd, Kozhikode, are pleased to inform you that our company is offering placement for efficient graduates from your college, towards entry level Software Engineering roles. In this regard we would like to visit your college for "Campus Recruitment".

UL Technology solutions is a fast growing IT company, promoted by ULCCS (www.ulccsltd.com), which is number one and Co-Operative giant in the civil construction domain from Kerala, established in 1925. ULTS (www.ults.in) is focusing on delivering high value & cutting edge technology solutions to its customers including Blockchain, AI & IoT domains. ULTS is located at UL Cyber Park, Kozhikode. You may please watch our corporate film [here](#).

Selection procedure

1. Pre-screening test (2 hours). This will include Quantitative Aptitude, Logical reasoning, Data Interpretation, English Comprehension etc.)
2. Group Discussion
3. Interview

All selected candidates will go through our rigorous training comprising both classroom as well as on job training. Upon successful completion of the training, they will become regular employees of ULTS.

Eligibility: Final year students (with max 3 backlogs) & recently graduated students

In order to conduct the test, we would request you to arrange computers with internet connectivity. We would also request you to confirm the date for this event.

We would like you to arrange required services for our recruitment officers.

Attachments:

1. ULTS brochure

--

Vini Jose
Training & Placement Officer
Sahrdaya College of Engineering & Technology
P.B.No:17, Kodakara,
Thrissur, Kerala - 680684
Mob : 9846023598

**ULTS Campus drive student data_Sahrdaya.xls**

25K

HR Sahrdaya <hr@sahrdaya.ac.in>

Sat, May 4, 2019 at 10:04 AM

To: Placement Cell <placement@cce.edu.in>, bibinjoy@jecc.ac.in, "ANIL ANTONY P." <placement@thejusengg.com>, Sset Last Name <sset@scmsgroup.org>, Placement Cell - FISAT <placements@fisat.ac.in>

Dear All,

We at Sahrdaya is organising the drive by UL Technology Solutions.

With reference to our telecon, we UL Technology Solutions Pvt Ltd, Kozhikode, are pleased to inform you that our company is offering placement for efficient graduates from your college, towards entry level Software Engineering roles. In this regard we would like to visit your college for "Campus Recruitment".

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All selected candidates will go through our rigorous training comprising both classroom as well as on job training. Upon successful completion of the training, they will become regular employees of ULTS.

Eligibility: Final year students (with no backlogs) . Students having 6.0 CGPA is eligible.

Branch : B.Tech in CS / IT / EC, M.Tech in CS and MCA .

Attachments:

1. ULTS brochure

Kindly send me the details of the student on or before 07th May 2019

Thanks & Regards

--

Vini Jose
Training & Placement Officer
Sahrdaya College of Engineering & Technology
P.B.No:17, Kodakara,
Thrissur, Kerala - 680684
Mob : 9846023598

[Quoted text hidden]



ULTS Campus drive student data_Sahrdaya.xls
25K

HR Sahrdaya <hr@sahrdaya.ac.in>

Sat, May 4, 2019 at 10:08 AM

To: Placement Cell <placement@cce.edu.in>, bibinjoy@jecc.ac.in, "ANIL ANTONY P." <placement@thejusengg.com>,
Sset Last Name <sset@scmsgroup.org>, Placement Cell - FISAT <placements@fisat.ac.in>

Dear All,

UL Technology Solutions Pvt Ltd, Kozhikode is offering CTC of 3.28L per annum upon successful completion of the training period. The stipend during training period will be 15K per month.

The date of recruitment shall be informed by Monday.

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, May 6, 2019 at 9:26 AM

To: "Sindhu C.K." <sindhuck@scmsgroup.org>

Cc: "Dr. Sherin Alex" <sherinalex@scmsgroup.org>, indu nair <indunair@scmsgroup.org>



sset last name <sset@scmsgroup.org>

From Sahrdaya

7 messages

HR Sahrdaya <hr@sahrdaya.ac.in>

Thu, May 16, 2019 at 10:01 AM

To: Placement Cell - FISAT <placements@fisat.ac.in>, "ANIL ANTONY P." <placement@thejusengg.com>, Placement Cell <placement@cce.edu.in>, Sset Last Name <sset@scmsgroup.org>, bibinjoy@jecc.ac.in, vinodpaul001@gmail.com

Dear All,

Greetings from Sahrdaya and UL Technology Solutions.

Date of Drive : 17-May-2019 (Friday) at Sahrdaya College of Engineering & Technology

Time of Reporting : 09.00 am in the Auditorium. There will be Pre-Placement Talk.

UL Technology Solutions Pvt Ltd, Kozhikode, are pleased to inform you that our company is offering placement for efficient graduates from your college, towards entry level Software Engineering roles. In this regard we would like to visit your college for "Campus Recruitment".

UL Technology solutions is a fast growing IT company, promoted by ULCCS (www.ulccsltd.com), which is number one and Co-Operative giant in the civil construction domain from Kerala, established in 1925. ULTS (www.ults.in) is focusing on delivering high value & cutting edge technology solutions to its customers including Blockchain, AI & IoT domains. ULTS is located at UL Cyber Park, Kozhikode. You may please watch our corporate film [here](#).

Selection procedure

1. Pre-screening test (2 hours). This will include Quantitative Aptitude, Logical reasoning, Data Interpretation, English Comprehension etc.)
2. Group Discussion
3. Interview

All selected candidates will go through our rigorous training comprising both classroom as well as on job training. Upon successful completion of the training, they will become regular employees of ULTS.

Eligibility: 2019 Pass out with no backlogs

Thanks

--

Vini Jose
Training & Placement Officer
Sahrdaya College of Engineering & Technology
P.B.No:17, Kodakara,
Thrissur, Kerala - 680684
Mob : 9846023598

SSET <sset@scmsgroup.org>

Thu, May 16, 2019 at 1:52 PM

Bcc: Akshay Anil <akshayanil007@gmail.com>, Deepak Deeraaj <deepak.deeraj97@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Jonath Tharian <jonathiyep@yahoo.com>, Jose Paul <pauljose12@gmail.com>, shilpapparasad1997@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Tue, May 28, 2019 at 11:33 AM

To: HR Sahrdaya <hr@sahrdaya.ac.in>

Dear Madam,

Kindly mail us the final list of selected students from our institution by UL Technology Solutions.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

[Quoted text hidden]

HR Sahrdaya <hr@sahrdaya.ac.in>

Sat, Jun 1, 2019 at 9:01 AM

To: Placement Cell - FISAT <placements@fisat.ac.in>, "ANIL ANTONY P." <placement@thejusengg.com>, Placement Cell <placement@cce.edu.in>, Sset Last Name <sset@scmsgroup.org>, bibinjoy@jecc.ac.in, Genist eca <ecagenist@gmail.com>, Sahrdaya ecb <sahrdayaecb@gmail.com>, CS A <csalpha2015@gmail.com>, CSB STUDS 2k15 <csb2k15@gmail.com>

Dear All,

Greetings from UL Technology Solutions.

We are pleased to inform you that following students were selected to the role of 'Graduate Engineer Trainee' from the campus drive conducted at your college.

#	Name	Email	Mobile	College
1	Erina Tomy	erinmaria1997@gmail.com	+91 9207286243	Sahrdaya College of Engineering and Technology

2	V B SANDHYA	vbsandhyabalan@gmail.com	+91 7561811873	Thejus Engineering College
3	ANN ROSE M.P	annrosem@gmail.com	+91 9539821205	Christ College of Engineering
4	Rejoice T J	rejoicetj1@gmail.com	+91 9495742577	Federal Institute of Science and Technology (FISAT))
5	Emmanuel Wilson	emanu7478@gmail.com	+91 7025104603	Jyothi Engineering College
6	VIDHYA PRAKASH T	vidhyaprakash220@gmail.com	+91 9567763661	SCMS School of Engineering and Technology
7	Varsha Suresh	varshac999@gmail.com	+91 8113027517	Sahrdaya College of Engineering and Technology

All students will be receiving a 'Letter of Intent' on or before 21st June 2019.

Thank you for your support in conducting the 'Campus Quest' at your college.

Regards

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, Jun 3, 2019 at 9:31 AM

To: Akshay Anil <akshayanil007@gmail.com>, Deepak Deeraj <deepak.deeraj97@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Jonath Tharian <jonathipe@yahoo.com>, Jose Paul <pauljose12@gmail.com>, shilpapprasad1997@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>

Dear Vidhya,

Congrats for the UL Technology Solutions offer.

Regards,

Sujitha Vinod

Secretary Placement Cell

SCMS School of Engineering and Technology

----- Forwarded message -----

From: HR Sahrdaya <hr@sahrdaya.ac.in>

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, Jun 3, 2019 at 9:31 AM

To: Varun Menon G <varunmenon@scmsgroup.org>

FYI.

----- Forwarded message -----

From: HR Sahrdaya <hr@sahrdaya.ac.in>

Date: Sat, Jun 1, 2019 at 9:01 AM

Subject: Re: From Sahrdaya

[Quoted text hidden]

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, Jun 3, 2019 at 9:33 AM

To: HR Sahrdaya <hr@sahrdaya.ac.in>

Dear Madam,

Thanks for the offer and all the support extended for the conduct of UL Technology Solutions drive.

Looking forward for the same support and cooperation in coming years too.

Regards,

Sujitha Vinod

Secretary Placement Cell

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Fwd: Appointment letter from UL Technology Solutions Pvt.Ltd., Calicut

1 message

Deepak Deeraj <deepak.deeraj97@gmail.com>
To: SSET <sset@scmsgroup.org>

Mon, Sep 30, 2019 at 2:19 PM

----- Forwarded message -----

From: **Deepak Deeraj** <deepak.deeraj97@gmail.com>
Date: Fri, 27 Sep 2019, 9:33 pm
Subject: Re: Appointment letter from UL Technology Solutions Pvt.Ltd., Calicut
To: CAMPUS CONNECT <campusconnect@ulcs.in>

I am pleased to accept this offer and look forward to starting my career at ULTS.

If there is any additional information or paperwork you need prior to my joining, please let me know.

Thanks and regards
Deepak K
9645728827

On Fri, 27 Sep 2019, 12:42 pm CAMPUS CONNECT, <campusconnect@ulcs.in> wrote:

Dear Deepak,

Warm Greetings!

We from ULTS family are pleased to share the appointment letter to you as per the details mentioned below.

Role: **Associate Engineer**
Location: **Calicut, Kerala**

Date of Joining: **14th October 2019**

Please go through the attached appointment letter in detail to understand the key employment terms and conditions which will assist you to make an informed choice regarding joining ULTS.

Please communicate your acceptance on email **within 3 days of receiving the appointment letter**, thus we can organize the next set of formalities.

We at UL Technology Solutions are part of the ULCCS family which has built strong trust, credibility and partnership with the community around us over a period of 90+ years. We feel you will bring unique expertise and similar values to our teams that will enrich our bond with the society. We look forward to welcoming you to this revered family.

For any further clarifications, reach us at
+91 8113982225 | campusconnect@ulcs.in

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Team Campus Connect
UL Technology Solutions Pvt Ltd
www.ulcs.in | www.ulccsltd.com | www.uliit.ulcs.in | www.ulcyberpark.com

ULTS/PF/APT/09-2019/148

Date: September 27, 2019

APPOINTMENT LETTER

Mr. Deepak K.,
Souparnika House, P.O.Vellila,
Mankada, Malappuram,
Kerala - 679324

Dear Mr. Deepak K.,

Congratulations!

We are delighted to appoint you on the role of '**Associate Engineer**' at M/s UL Technology Solutions Private limited (hereinafter ULTS/The Company), a subsidiary of ULCCS LTD. The position will be based out of Kozhikode, Kerala.

At the ULTS, a plethora of opportunities are awaiting you to kickstart your career. We would like you to go through the below sections to familiarise yourself with the terms of your appointment.

1. Date of Joining

You shall be required to join our organisation on **October 14, 2019** by accepting this offer and your appointment shall be effective from then onward.

This offer is valid for 3 days from the date of this letter. You are requested to send an email to **campusconnect@ults.in** to confirm your joining. If we are not in receipt of your acceptance email on time, or if you haven't joined ULTS by the aforementioned date after accepting this offer, this offer will be deemed to have been declined by you, unless otherwise communicated to you by ULTS in writing.

2. Compensation and Benefits

Your monthly and annual compensation is detailed in Annexure 1.

You are eligible for a one-time relocation allowance at the time of joining. Your relocation allowances include one-week accommodation by the company. You can also claim reimbursement of three-tier air-conditioned train/bus ticket for the shortest route to Kozhikode from your permanent residing location by producing journey tickets.

3. Probation

Your employment is subject to satisfactory completion of **one-year probationary** period. The confirmation of your employment will be based on assessment of your conduct, demeanor, abilities and performance. In case you intend to leave our services during the probation period, you need to give one month's notice. Also, ULTS can end your services by giving one month's notice or salary thereof.



Promoted by ULCCS Ltd.

Madappally College (po), Vatakara, Kozhikode (District), Kerala - 673102
Phone 0496 2514042, 0496 2516402, Fax : 0496 2516402 | www.ulccsltd.com

Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135

4. Medical Insurance

You will be eligible to get ESI benefits. Details of the policy will be available to you on joining.

5. Travel & Transfer

You may be transferred anywhere in India or abroad, as per the business needs of the company. Also, you may need to travel within India or abroad. Such transfer or travel may not warrant any revision in your compensation. However, you will be eligible to claim travel allowances as per the company policies. Travel expenses should be settled within the timeframe as stated in the travel policies.

6. Business Conduct & Ethics

While you are in the service, you will devote your whole time and attention towards promoting the interest and brand equity of ULTS / parent organisation & its associates. You should not undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organisation / entity without the written consent of ULTS. The company reserves the right to grant consent. You should uphold the ethics and values of our company in all your actions.

7. Confidentiality

The protection of information and proprietary materials is very important for ULTS.

You should not divulge to any person or utilise any of the ULTS' / parent organisation and its associates' confidential information, intellectual property or any other related information (which you may possess by reason of your association with the ULTS) with any parties outside the ULTS either during or after your employment. Any act in breach of this term would invite appropriate action by the ULTS.

8. IT Security Practice and Procedures

While you are in the service of the ULTS, you will adhere to the IT security practices and procedures as prescribed by ULTS. Any instances of violation or any attempted violations on your part shall result in disciplinary action.

9. Holidays and Leave

You will be eligible for holidays and leave as per the policies of the ULTS.

10. Notice Period & Separation

You will be required to give three months' notice in case you decide to leave our services after your probationary period. Also, the ULTS can end your services by giving three months' notice or salary thereof. On termination of the employment and/ or your resignation, you shall handover all the company properties like tools, accessories, documents, specifications, books, etc. of whatsoever nature or media in your custody, care or charge to the person nominated by ULTS.



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Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135

11. Non- Competition

Following the termination of employment for any reason, you should not hire or attempt to hire any current employees of the ULTS for a period of six months. Also, you should not solicit business from the clients of ULTS or its allied institutions/ organisations with whom you have done business as ULTS employee in one year immediately preceding your termination.

12. Required Documents

On the day of your joining, you are required to submit a signed copy of this letter along with the following documents:

- Photo ID proof – PAN & Aadhaar Card
- Four passport size photograph
- HSC Certificate & Secondary Certificate
- Graduation Certificate/ PG
- Experience certificate
- Relieving certificate
- Valid Passport Copy(if not available apply for new)

In the event of a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the ULTS shall provide such information to the government body/authority without any notification to you.

This offer and your employment with the ULTS are subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Assuring you all support, we look forward to you embarking on an exciting career with us.

For any clarifications, reach out to campusconnect@ults.in or at 8113982225

Yours Sincerely,

For UL Technology Solutions Private Limited

Authorized Signatory

I have read, and understood all the terms and conditions as set forth herein and I agree to be bound by them. I hereby accept my appointment with the ULTS.

Name.....

Signature..... Date of Joining.....



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Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135

Annexure 1

Designation	Associate Engineer	
Career Level	5	
Fixed Salary (A)		
	Per Month	Per Annum
Basic	Rs. 11,700/-	Rs. 1,40,400/-
HRA	Rs. 3,300/-	Rs. 39,600/-
Total (A)	Rs. 15,000/-	Rs. 1,80,000/-
Company Contributions (B)		
ESI	Rs. 488/-	Rs. 5856/-
EPF	Rs. 1,404/-	Rs. 16,848/-
Welfare Fund	Rs. 20/-	Rs. 240/-
Total (B)	Rs. 1,912/-	Rs. 22,944/-
Cost to Company (A+B)	Rs. 16,912/-	Rs. 2,02,944/-

* Gratuity shall be paid out based on the provisions of The Payment of Gratuity Act of 1972.



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Phone 0496 2514042, 0496 2516402, Fax : 0496 2516402 | www.ulccsltd.com

Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135

ULTS/TX/LOI/06-2019/041

Date: 18th June 2019

Letter of Intent for Employment

To
Vidhya Prakash T
vidhyaprakash220@gmail.com
SCMS School of Engineering And Technology

Congratulations!!

We welcome you to UL Technology Solutions, Pvt. Ltd. We are confident that you will build a long and mutually rewarding career with us. We believe it is individuals like you who can make the difference and along with all of us build a world class company. ULTS is focused on delivering high value solutions to its customers with cutting edge technologies including Blockchain, AI & IoT along with other areas like IMS, GIS and Application Development.

At ULTS, we strive to be the partner of choice of all our clients to make them become exemplary achievers in their respective industry. We are committed to providing an exciting work environment to our employees where their skills are fostered, innovations thrive and potentials culminate.

We are glad to consider your candidature for an offer of Employment as a **Graduate Engineer Trainee**.

As a Graduate Engineer trainee, you will be on probation for a period of 1 year, during which your compensation will be Rs.2.05 Lakhs per annum (CTC). Upon successful completion of probation period, you will be promoted to **Associate Engineer** role with a salary of Rs.3.3 Lakhs per annum.

Your date of joining will be **communicated to you in subsequent mails** and joining location will be **Calicut (Kozhikode), Kerala**. However, after completion of training, you might be posted to any of our delivery centres in **Calicut, Bangalore or Trivandrum**, depending on the project to which you will be assigned. You will be trained on technology areas based on the business needs.

ULTS provides long term career opportunities for every ULTS employee. We sincerely hope that you will grow with us and build an outstanding institution.

Thanking you,



Achin Kumar Das
Chief Talent Officer



Promoted by ULCCS Ltd.

Madappally College (po), Vatakara, Kozhikode (District), Kerala - 673102
Phone 0496 2514042, 0496 2516402, Fax : 0496 2516402 | www.ulccsltd.com

Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135



July 30, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear SHADHA SAKKARIYA P

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Technical Support Associate, in band 3 to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise – you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





July 30, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear SHADHA SAKKARIYA P

We are pleased to offer you the position of Technical Support Associate, in band 3 at IBM India Pvt Ltd(IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e August 1, 2019. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:



- Relieving document from most recent employer – Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation
- Passport and Pan card– If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only) :– Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in BANGALORE . However, your services are transferable, and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history.
- Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.



- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time and shall be an integral condition of your continued employment with IBM.



- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- You will, by default, be enrolled in IBM's Group Mediciclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your service without notice or compensation.
- You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee



at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.

- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.



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ANNEXURE A

DATE	July 30, 2019		
NAME	SHADHA SAKKARIYA P	BAND	3
DESIGNATION	Technical Support Associate	LOCATION	BANGALORE
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		67314	
Annual Reference Salary		247314	

3. Retirals	
a) Provident Fund (PF)	21600
b) Gratuity @ 4.8%	8640
Annual Reference Salary + Retirals	277554
4. Performance Linked Variable Pay	0 to 43800
5. Annual Potential Compensation	Annual Reference Salary + Retirals + Performance Linked Variable Pay

*Company currently has performance linked variable pay program with performance measured against criteria announced at monthly or quarterly frequency. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

All salary components may be subject to restructuring or modification based on IBM policies.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal



premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.

- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Director – Talent Acquisition ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP
4. Performance Linked Variable Pay	Amount of Target earnings mentioned under Performance Linked Variable Pay Program is determined based on your specific role and process/client aligned and subject to change based on any changes to your roles & responsibilities. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

**For detailed information please refer to Company policies, which are subject to change from time to time.*



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Other Benefits– Additional Information*

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Medclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Medclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Medclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable)

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse, or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Medclaim Insurance Policy.

National Pension System (NPS)



NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) in case of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressly given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) In case of any injury resulting in Death or permanent total disability.
- c) In case of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits, and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

** IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate any benefit or other plan, program, practice or policy of IBM at any time. IBM does not have any obligation to, and nothing contained in these documents shall be construed as creating an express or implied obligation or promise on the part of IBM to, maintain, continue to offer, or make available such plans, programs, practices or policies.*

Maternity Benefit:

All women IBM employees are entitled for maternity benefits in accordance with the Maternity Benefit Act, 1966 and IBM Maternity Leave Policy as may be amended from time to time. These benefits currently include:

1) Maternity Leave for:

- a) Delivery: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 26 weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.
- b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.
- c) Tubectomy: In case of tubectomy operation, a women employee is entitled to 2 weeks of leave with full pay immediately following the day of her tubectomy operation.
- d) Illness: Women employees suffering from illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation are entitled to an additional period of 4 weeks leave with full pay.

2) Leave for Adoption/Surrogacy: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 12 weeks of maternity leave with full pay upon the adoption of a child or in case the employee has used the surrogacy arrangement.

3) Group Medical Insurance Policy covers expenses for pre and post natal consultations, prescribed medications and



prescribed investigations incurred up to 60 days after maternity. The expenses covered are up to a maximum of INR 10,000 per maternity event. This benefit is a sub limit of the maternity benefit of INR 50,000 and is reimbursed on production of complete and detailed bill and documents.

4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.

Kindly refer IBM Maternity leave policy and IBM Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to child care, please get in touch with your Manager or Human Resources Partner.



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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ____ / ____ / ____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation. (b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to



the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM



Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.



My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date



July 29, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Sruthy Somarajan Pillai Nair

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Technical Support Associate, in band 3 to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise – you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





July 29, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Sruthy Somarajan Pillai Nair

We are pleased to offer you the position of Technical Support Associate, in band 3 at IBM India Pvt Ltd(IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e August 1, 2019. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:



- Relieving document from most recent employer – Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation
- Passport and Pan card– If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only) :– Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in BANGALORE . However, your services are transferable, and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history.
- Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.



- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time and shall be an integral condition of your continued employment with IBM.



- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- You will, by default, be enrolled in IBM's Group Mediciclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your service without notice or compensation.
- You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee



at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.

- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.



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ANNEXURE A

DATE	July 29, 2019		
NAME	Sruthy Somarajan Pillai Nair	BAND	3
DESIGNATION	Technical Support Associate	LOCATION	BANGALORE
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		67314	
Annual Reference Salary		247314	

3. Retirals	
a) Provident Fund (PF)	21600
b) Gratuity @ 4.8%	8640
Annual Reference Salary + Retirals	277554
4. Performance Linked Variable Pay	0 to 43800
5. Annual Potential Compensation	Annual Reference Salary + Retirals + Performance Linked Variable Pay

*Company currently has performance linked variable pay program with performance measured against criteria announced at monthly or quarterly frequency. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

All salary components may be subject to restructuring or modification based on IBM policies.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal



premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.

- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Director – Talent Acquisition ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP
4. Performance Linked Variable Pay	Amount of Target earnings mentioned under Performance Linked Variable Pay Program is determined based on your specific role and process/client aligned and subject to change based on any changes to your roles & responsibilities. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

**For detailed information please refer to Company policies, which are subject to change from time to time.*



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Other Benefits– Additional Information*

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Medclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Medclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Medclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable)

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse, or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Medclaim Insurance Policy.

National Pension System (NPS)



NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) in case of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressly given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) In case of any injury resulting in Death or permanent total disability.
- c) In case of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits, and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

** IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate any benefit or other plan, program, practice or policy of IBM at any time. IBM does not have any obligation to, and nothing contained in these documents shall be construed as creating an express or implied obligation or promise on the part of IBM to, maintain, continue to offer, or make available such plans, programs, practices or policies.*

Maternity Benefit:

All women IBM employees are entitled for maternity benefits in accordance with the Maternity Benefit Act, 1966 and IBM Maternity Leave Policy as may be amended from time to time. These benefits currently include:

1) Maternity Leave for:

- a) Delivery: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 26 weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.
- b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.
- c) Tubectomy: In case of tubectomy operation, a women employee is entitled to 2 weeks of leave with full pay immediately following the day of her tubectomy operation.
- d) Illness: Women employees suffering from illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation are entitled to an additional period of 4 weeks leave with full pay.

2) Leave for Adoption/Surrogacy: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 12 weeks of maternity leave with full pay upon the adoption of a child or in case the employee has used the surrogacy arrangement.

3) Group Medical Insurance Policy covers expenses for pre and post natal consultations, prescribed medications and



prescribed investigations incurred up to 60 days after maternity. The expenses covered are up to a maximum of INR 10,000 per maternity event. This benefit is a sub limit of the maternity benefit of INR 50,000 and is reimbursed on production of complete and detailed bill and documents.

4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.

Kindly refer IBM Maternity leave policy and IBM Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to child care, please get in touch with your Manager or Human Resources Partner.



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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ____ / ____ / ____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation. (b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to



the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM



Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.



My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment Program 2019 Confirmation

6 messages

Sonu Jose <sonu.jose@infosys.com>

Tue, Sep 18, 2018 at 1:54 PM

To: "Sahadevan R." <Sahadevan@scmsgroup.org>, SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>



Dear Prof. Sahadevan,

Greetings from Infosys!

We are entering into yet another exciting season of campus recruitment and we are elated you have chosen to partner with us this year. In continuation to our earlier email and discussions we are pleased to confirm our presence at your institute on **10th and 11th October 2018** for campus recruitment as a **Day 1 exclusive** company.

Please find below the schedule for the event,

Activity	Duration	No. of Questions
Day 1		
Company PPT and Q&A session	60 mins	NA
Online registration	10 mins	NA
Test-Section I/Arithmetic Reasoning and Analytical Thinking	25 mins	15 questions
Test-Section II/ Mathematical critical thinking and Logical reasoning	35 mins	10 questions
Test Section III/Test of communicative English	35 mins	40 questions
Day 2		
Interview(s)	As per schedule shared on Day 1	

Since the test process would be an online assessment we require your system details as per the attached format. Kindly share this **'System Information Sheet'** by **25-September-2018**. Also find attached the **'Student details sheet'** in which the data of eligible students is to be shared by **30-September-2018**. Kindly refer to the eligibility document shared with you through our earlier email.

Please share the attached **'Important Instructions to Students'** and **'Scholastic Average Sheet'** with the eligible candidates and communicate to them to adhere to the recommended time lines. The students need to carry a hand filled hard copy of the "Scholastic

Average Sheet" on the day of the test process.

Kindly note: The processes are system driven, hence any changes or additions post the cutoff date shall not be entertained.

Look forward to a very fruitful association with your institute this year!

Regards,





Sonu Jose

Talent Acquisition – Infosys Limited



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4 attachments





-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: "Mahendra K.S." <mahendra@scmsgroup.org>

Wed, Sep 19, 2018 at 10:27 AM

[Quoted text hidden]

4 attachments

-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: Sonu Jose <sonu.jose@infosys.com>
Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>

Mon, Sep 24, 2018 at 2:54 PM

Dear Sir,

Thanks for the confirmation of Infosys recruitment drive on **10th and 11th October 2018** as Day1 exclusive company. As per the mail, I am attaching herewith the filled System Information Sheet for your kind reference.

Regards

Mr. Mahendra K. S.
Placement Officer
SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450330



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment : Selected Candidates

1 message

SSET <sset@scmsgroup.org>

Fri, Oct 12, 2018 at 11:55 AM

Bcc: Jayesh Red <jayeshred20@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, adarsh sisi tk Ashi <adarshsasi.tk@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, althafashruf997@gmail.com, amalnambiar97@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand Anil <anandanil1997@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, apu joseph <apujoseph55@gmail.com>, aravindsabu5453@gmail.com, Aravind Uday <aravind.uday97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun krishna <arjunkrishna288@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswinpushkar@gmail.com, aswin chand <ppaswinlatha@gmail.com>, athuljyothis18@gmail.com, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, vpoyil@yahoo.co.in, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, bonny thomas <bonnythomask@gmail.com>, Clement Davis <clement.davis56@gmail.com>, Dany VA <danyvadassery@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, eby paulachan <ebypaulachan6413@gmail.com>, emmanuel joy <emmanuelJoy11@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, gauthamkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Gokul Anil <gokulanil48@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Haresh ps <hareshps418@gmail.com>, "Hari govind .a" <harimadhavam10@gmail.com>, iguzz creations <ignaciouscherian123@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, JEFFREY SHAJI <jeffreyshaji1997@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, jithild@gmail.com, Jithin Joseph <jithin7797@gmail.com>, joel antony <joelantonyalbert@gmail.com>, John Zachariah <johnzach96@gmail.com>, joseph sabu <josephsabub360@gmail.com>, joswin m o <joswinmo44@gmail.com>, jussaim007@gmail.com, maheshchandrababu97@gmail.com, Arunjith Kr <arunvi67@gmail.com>, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni Menon <krishnanunni.n.menon@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, Luke Dennis <lukedennis007@gmail.com>, manumohan0173@gmail.com, Mohammed Sahal <mohammedsahal356@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Nandagopal MNair <nandagopalnmair7@gmail.com>, nandhusanthosh22@gmail.com, Naveen Gopalakrishnan <naveengoploo@gmail.com>, Neil Jacob Abraham <neiljacobraham@gmail.com>, Nigal Paul <nigalpaul61@gmail.com>, NIKHIL GEORGE <nikhilpopzgeorge@gmail.com>, nikhil George <nikhilmgeorge@gmail.com>, NITHIN KV <nithinkarurussi@gmail.com>, Nithin Raveendran <nithinraveendrann@gmail.com>, aravindba50@gmail.com, Raghav Sunil <raghavsunil.sachu@gmail.com>, Rahulk Pankajakshan <rahulkpankajakshan@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Rojin Jose <rojinjose282@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajith m p <sajithmp97@gmail.com>, Sanjay Mathew <sanjaymathew83@gmail.com>, Saul Joy <saul12joy@gmail.com>, Sebastian Jacob <sebjak459@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, Shawn Thomas George <shawnthomas97@gmail.com>, shifashameed16@gmail.com, Shreeram Raghupathy <shreeramcbe@gmail.com>, sreejith.r@live.com, Thoppil Sreejith <tsreejith999@gmail.com>, ts sreejith <sreejithoknow@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, thomas.joji@outlook.com, "THOMSON N.K" <thomsonnmkeloor@gmail.com>, Rahul Vinod <rahulvi1987@gmail.com>, Hari Krishnan <harikrishnan910@gmail.com>, j.vaisu97@gmail.com, Varun Jain <vjkhersingh@gmail.com>, VIMAL RANJEEV <vimalranjeev9@gmail.com>, Vivek K Sunil <vivekksunil100@gmail.com>, vysakksreenivas@gmail.com, abhay krishnan <abi007krishnan@gmail.com>, "ABHIJITH .V" <abhijithv575@gmail.com>, archeroono Gaming <girarcus@gmail.com>, allrounder sport <abhinandtheallrounder@gmail.com>, Abind Krishna <abindkrishna47@gmail.com>, Ajith Sankar <ajithsankar90@gmail.com>, ALAN ANTO <alananto1997@gmail.com>, albinmp4@gmail.com, allenmathews@rediff.com, Ambady Anil <ambadyanil007@gmail.com>, ANAND KC <anand.appu321@gmail.com>, Athul Ashok <athulashok300696@gmail.com>, Ayoob Ameen <ayoobameenpukodaly@gmail.com>, AZHAR IBRAHIM <azharrockz786@gmail.com>, "Ben k.s" <benchlsea@gmail.com>, Bijil Babu <bijilbabu470@gmail.com>, Chandra Prakash <chandraprakashplr@gmail.com>, charukesh pm <pmcharukesh@gmail.com>, "devakrishna c.premji" <devakrishnac@gmail.com>, Godfrin Dual <godfrindualj@gmail.com>, Hashim Hamza <hashimblackkp96@gmail.com>, Jayakrishnan B <jayakrishna50@gmail.com>, jayakrishnan.jkb@gmail.com, joyjithin244@gmail.com, Karthik Ramanathan <karthikramanath96@gmail.com>, Krishna Vini <krishvini1309@gmail.com>, Leo Swithin <leoswithin710@gmail.com>, Rohith M <rohithm26@gmail.com>, MOHAMMED AZIL <azilerattakulam@gmail.com>, Mohammed Shahinsha <shahinsha96@gmail.com>, Sachin George <sachingeorge97@gmail.com>, ROSHAN JOHN MATHEW <rjm77255277cw@gmail.com>, sachin ks <777sachinks@gmail.com>, s_santhanu@ymail.com, Jhonson

Sl No	Name	Email ID
1	Santhanu S Nair	s_santhanu@ymail.com
2	Anand Lokanath	anandlokanath123@gmail.com
3	Anne Jacob	annejacobkunnumpurath@gmail.com
4	Aswin Balachandran	aswin456@gmail.com
5	Devika S	devuolavaipu@gmail.com
6	FAHMIN FIROZ	firozfahmin@gmail.com
7	Gayathri V Marar	gaya3viswanath@gmail.com
8	Greety C Maria	greetyc@gmail.com
9	Jiya Joy	jiyajoy397@gmail.com
10	Mariya Roy	mariyaroy21@gmail.com
11	Rahendhu Haridas	rahendhuhari9@gmail.com
12	Roshni Pavithran	roshnipavithran9@gmail.com
13	Shanaraj V K	iamshanashan@gmail.com
14	Sunairah Syed Mahin	sunairah96@gmail.com
15	Tina Maria Kurian	mtinu12@gmail.com
16	Alisha K Thomas	ca-521@scmsgroup.org
17	Amal Jaison	amaljaison.k@gmail.com
18	Amalu Prem	amalupremc@gmail.com
19	Anamika T S	ca-520@scmsgroup.org
20	Anu Jeevan	anujeevan19@gmail.com
21	Ayana Lalan K	ca-524@scmsgroup.org
22	Dheesha O K	jdeeshaprakash@gmail.com
23	Aarathy Menon	aarathymenon21@gmail.com
24	Aditya Hari	adityahari96@gmail.com
25	Aiswarya K	aiswarya414@gmail.com
26	Ajay Paul	a4ajay619@gmail.com
27	Akamksha Mohandas	akamksha222@gmail.com
28	Alen Joseph Benny	alenjbenny24@gmail.com
29	Alina Job	alinajob97@gmail.com
30	Aswathi N Kutty	aswathink1997@gmail.com
31	Athira S Menon	menonsathira@gmail.com
32	Ayisha Jalal	ayishajalal97@gmail.com
33	Ayisha Safrin	ayishasafrinp@gmail.com
34	Deepthi V S	deepthyworld@gmail.com
35	Dennis Kuruvilla	denniskuruvilla777@gmail.com
36	Devanand P	devanannd@gmail.com
37	Divya S Anand	divyasanand.22@gmail.com
38	Donna Maria Spencer	donna.spencer95@gmail.com
39	Godvin Poulouse	godvinpoulouse2@gmail.com
40	Gopika Prakash	gopikaparakash09@gmail.com
41	Gopika Raj	raj.gopika97@gmail.com
42	Harikrishnan D	hari555.hd@gmail.com
43	Harita Ranjit	harita.ranjit@yahoo.com
44	Hawas Alakkal Musthafa	hawasmusthafa@gmail.com
45	Ijas A H	ijas.ah96@gmail.com
46	K S Keerthi	keerthi.s.geet@gmail.com

47	Karthika K Nair	nairkarthika238@gmail.com
48	Kavya Bharathan	kavyasakb@gmail.com
49	Malavika Prakash	malavikapraakashkumar@gmail.com
50	Maria .	mariatoffee@yahoo.in
51	Misna Ali	misna123@gmail.com
52	Neil Dianitius	neildiny@gmail.com
53	Nidhi O R	nidhirajeev2015@gmail.com
54	Razmil Minhaj	razmilminhaj007@gmail.com
55	Renjima E Rajan	renjimaerajan@gmail.com
56	Riya Samuel	riyavsamuel@gmail.com
57	Rose Mary Poly	rosemarypoly777@gmail.com
58	Sachin P	sachin.puthiyaparamban@gmail.com
59	Sajna Sajeev	sajna399@gmail.com
60	Samal Muhammed	samalsunil0@gmail.com
61	Sarath M R	sarath6306@gmail.com
62	Shahsad Abdullah	shahsad1995@gmail.com
63	Sharath Srikumar Nair	sharath_nair@outlook.com
64	Sidharth V	sidharth.v.mtr@gmail.com
65	Smitha Sunny	sinnansunny97@gmail.com
66	Sreedath P S	sreedathps19@gmail.com
67	Sreelakshmi R Raju	sreelakshmilachus271097@gmail.com
68	Sudhiesh Kumar	sudheeshxyril08@gmail.com
69	Swetha K P	swethasurendran02@gmail.com
70	Vishnu C	vishnu080797@gmail.com
71	Vishnu Vijayakumar	vishnu7197@gmail.com
72	Vismaya Bhaskaran	vismayabhaskaran97@gmail.com
73	Vyshanavi R	achumambrol@gmail.com
74	Zerene Anwar	zerene999@gmail.com
75	Amrutha Anilkumar	amruthaanilkumar24@gmail.com
76	Angelina Teresa	angelinateresa79@gmail.com
77	Anjaly Antony	anjalyantony97@gmail.com
78	Arjun K Ajayan	arjunkajayan1997@gmail.com
79	Darsana K C	darsanakc@gmail.com
80	Ganesh M Nair	nairganesh98@gmail.com
81	Harsha Pradeep	hp46985@gmail.com
82	Hridhya Jolly K	hridhya97@gmail.com
83	Jyothika S Philip	jyothikasphilip@gmail.com
84	Kajal Sathian	kajalsathyan@gmail.com
85	Krishna R Kumar	krishnapavizham35@yahoo.com
86	Krishna Sudheer C	krishnasudheer006@gmail.com
87	Mohitha Thampy	mohithathampy@gmail.com
88	Nivedita B	niveditakarar@gmail.com
89	SACHIN FRANCIS	sachinfrancis212@gmail.com
90	Sadhiya E M	sadhiyaem@gmail.com
91	Sarath S	sarathsmailbox1997@gmail.com
92	Shwetha Mary Sam	shwethamary123@gmail.com
93	Surya Joseph	suryaj9128@gmail.com

94	Akhila Anil	akhilaanilseven@gmail.com
95	Akhilnath K A	akhilnathka303@gmail.com
96	Amal Johnson	amaljohnsonkannampuzha@gmail.com
97	Anand M C	anandmatheth@gmail.com
98	Anjala Khan M N	anjalakhan98@gmail.com
99	Aparna Ajayakumar	aparnaakumartp@gmail.com
100	Fathima S	fathimashajahan319@gmail.com
101	Irene G Alapatt	irenegalapatt@gmail.com
102	Jyothi Krishna M V	jyothikmv@gmail.com
103	Sabeena Sandra	sandrasaval11@gmail.com
104	Sanjay Krishna T S	sanjaykrishnats@gmail.com
105	Sanju Bhaskar K S	sanjusindhuraj@gmail.com
106	Manju Chandran	manjuchandran36@gmail.com
107	Raafath Abdul Kadar	akraafath@gmail.com
108	A J Jayesh	jayeshred20@gmail.com
109	Aashik Salim	aashiksalim97@gmail.com
110	Akhil K M	km.akhil005@gmail.com
111	Alfred Lonappan Pidiyath	alfred.281997@gmail.com
112	Anand Anil Nair	anand.uthram@gmail.com
113	Anil Manjaly Anto	anilanto007@gmail.com
114	Aswin C	aswin4054@gmail.com
115	Fredy C Jose	fredycheerakathil@gmail.com
116	Gopikrishnan S	gopikrishnanshaji@gmail.com
117	John Zachariah	johnzach96@gmail.com
118	Kurian Paul	kurianpaul10@gmail.com
119	Kurumpolil Mahesh Chandra Babu	maheshchandrababu97@gmail.com
120	Manu Mohan	manumohan0173@gmail.com
121	Naveen Gopalakrishnan	naveengoploo@gmail.com
122	Rahul Ramesh Menon	rahulrmenon1996@gmail.com
123	Risvan T M	risvantmajeed.17@gmail.com
124	Rithesh K Thomas	ritheshkthomas@gmail.com
125	Robin Sebastian	sebastianrobin543@gmail.com
126	Sajith M P	sajithmp97@gmail.com
127	Saul Joy	saul12joy@gmail.com
128	SHREERAM RAGHUPATHY	shreeramcbe@gmail.com
129	Thomas George	thomas.joji2718@gmail.com
130	Thomson N K	thomsonnkmloor@gmail.com
131	Vimal Ranjeev	vimalranjeev9@gmail.com

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[illegible]



HRD/3T/19-20/12746972

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

August 1, 2019

Dear Aswin,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.08.01 14:29:27 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12746972

August 1, 2019

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

Dear Aswin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Inter est	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747002

July 08, 2019

Ms. Fathima S
Candidate ID: 12747002
Firdous, Kannothe Road,
Unichira Thykavu, Changampuzha Nagar P.O
Ernakulam - 682033
Kerala
India
Ph: (91) 94957 36729

Dear Fathima,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 16, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746961

September 6, 2019

Mr. Santhanu S Nair
Candidate ID: 12746961
Pranavam, Tc-9/2044-1,
Kochar Road, Sasthamangalam
Thiruvananthapuram - 695010
Kerala
India
Ph: (91) 94967 76828

Dear Santhanu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746797

September 6, 2019

Mr. Anand Lokanath
Candidate ID: 12746797
Lovely,
Tuneri, Vatakara
Kozhikode - 673505
Kerala
India
Ph: (91) 99461 97881

Dear Anand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747001

September 5, 2019

Ms. Devika S
Candidate ID: 12747001
Sreesailam,
Olavaipu P O, Cherthala
Alappuzha - 688526
Kerala
India
Ph: (91) 98466 86370

Dear Devika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746945

August 1, 2019

Mr. Fahmin Firoz
Candidate ID: 12746945
Mookada House,
Perumbavoor P.O
Ernkulam - 683542
Kerala
India
Ph: (91) 82817 27519

Dear Fahmin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746932

September 5, 2019

Ms. Gayathri V Marar
Candidate ID: 12746932
Padickal Marath,
Thuruthissery, Mekkad P.O
Ernakulam - 683589
Kerala
India
Ph: (91) 94977 96759

Dear Gayathri,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746982

September 5, 2019

Ms. Greety C Maria
Candidate ID: 12746982
Thekkekkara House,
Kidangoor P.O, Angamaly
Ernakulam - 683572
Kerala
India
Ph: (91) 93495 14825

Dear Greety,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746930

July 30, 2019

Ms. Jiya Joy
Candidate ID: 12746930
Kooren House,
Providence Road
Ernakulam - 682018
Kerala
India
Ph: (91) 97459 05240

Dear Jiya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746989

September 5, 2019

Ms. Mariya Roy
Candidate ID: 12746989
Chintavalappu Flats Block, 7 F.2, F2,
Puthyara P.O
Kozhikode - 673004
Kerala
India
Ph: (91) 96450 65270

Dear Mariya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746934

July 09, 2019

Ms. Rahendhu Haridas
Candidate ID: 12746934
H.No. 9/602 A1,
Pandikudy, Mattanchery P.O
Ernakulam - 682002
Kerala
India
Ph: (91) 75108 59589

Dear Rahendhu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746975

July 09, 2019

Ms. Roshni Pavithran
Candidate ID: 12746975
Kavil House,
Asokapuram P.O, Aluva
Ernakulam - 683101
Kerala
India
Ph: (91) 94009 37310

Dear Roshni,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747004

July 08, 2019

Ms. Shanaraj V K
Candidate ID: 12747004
Udayam,
Thiruvangad P.O, Thalassery
Kannur - 670103
Kerala
India
Ph: (91) 97456 12751

Dear Shanaraj,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 07, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746898

September 6, 2019

Ms. Sunairah Syed Mahin
Candidate ID: 12746898
Harisree Sreesylam Apts, Flat No B1B2,
Veliyannoor, Kokkala
Thrissur - 680021
Kerala
India
Ph: (91) 98957 44463

Dear Sunairah,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746892

July 09, 2019

Mr. Devanand P
Candidate ID: 12746892
Parayil(H),
Aruvai, Pazhanji P O
Thrissur - 680542
Kerala
India
Ph: (91) 81369 30090

Dear Devanand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746907

July 08, 2019

Ms. Rose Mary Poly
Candidate ID: 12746907
Ponthempilly House,
Chengal, Kalady P.O
Ernakulam - 683574
Kerala
India
Ph: (91) 95440 09953

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746786

September 6, 2019

Ms. Zerene Anwar
Candidate ID: 12746786
Hazeena Cottage,
Ettumanoor P.O
Kottayam - 686631
Kerala
India
Ph: (91) 81368 10429

Dear Zerene,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746912

September 5, 2019

Ms. Angelina Teresa
Candidate ID: 12746912
Chakkalakkal House,
Vaduthala
Ernakulam - 682023
Kerala
India
Ph: (91) 98479 69804

Dear Angelina,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 14, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746951

September 6, 2019

Mr. Arjun K Ajayan
Candidate ID: 12746951
6713, C /Keetharaparambil,
Kurishupally Road, Perumanoor
Ernakulam - 682015
Kerala
India
Ph: (91) 80899 11067

Dear Arjun,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746970

September 5, 2019

Mr. Ganesh M Nair
Candidate ID: 12746970
Aiswarya, Vadakkethara,
Pazhayannur P.O
Thrissur - 680587
Kerala
India
Ph: (91) 73566 38599

Dear Ganesh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746966

July 08, 2019

Ms. Jyothika S Philip
Candidate ID: 12746966
Jyothis, Madathil Lane,
Thottakkattukara, Aluva
Ernakulam - 683108
Kerala
India
Ph: (91) 82815 58822

Dear Jyothika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





sset last name <sset@scmsgroup.org>

FW: Experion Campus Selection Process | FISAT | 1-Nov

2 messages

Jijo Joseph <jijo.joseph@experionglobal.com>
To: SSET <sset@scmsgroup.org>

Sat, Oct 27, 2018 at 2:57 PM

Dear Sahadevan Sir,

As discussed, please find below the details of Experion Selection process. Please fill-in the attached sheet with the details of eligible candidates from SCMS.

Thank you for the support!

Best Regards,

Jijo Joseph | Manager - HR | Experion Technologies | www.experionglobal.com

Tel: +91 484 306 7306 (D) | +91 99614 77991(Cell)

From: Jijo Joseph [mailto:jijo.joseph@experionglobal.com]
Sent: Saturday, October 27, 2018 12:52 PM
To: 'Placement Cell FISAT' <placements@fisat.ac.in>
Cc: 'Thomas James' <thomas.james@experionglobal.com>; hr@experionglobal.com
Subject: Experion Campus Selection Process | FISAT | 1-Nov

Dear Mr. Unni Kartha,

Greetings from Experion Technologies!

Experion Technologies is a 12+ year old technology solutions company with focus on digital technologies. With over 100 customers across 26 countries, Experion uses the power of Mobile, Web, Analytics, Cloud, and other digital technologies to unlock the potential of businesses across verticals. We focus on Product Engineering and serve the Enterprise, ISV and Startup segments across the Retail, Transportation, Healthcare & Financial Services domains. Headquartered in Trivandrum, India, Experion has offices around the globe including US, UK, EU, Middle East and Australia.

Visit www.experionglobal.com to explore more about the organization.

As discussed, we would like to confirm our interest to conduct Experion Campus Selection Process at your institution on Thursday, 1st of November 2018.

Qualification Criteria:

- B. Tech. (CS / IT / ECE / EEE), 2019 passing out batch.
- 70% marks scored consistently throughout 10th, 12th and Engineering.
- No arrears when attending the process.

Compensation Details:

- We offer **INR 360,000 CTC per annum** for the qualified candidates in our selection process.

Campus Recruitment – Selection Process:

- Online Aptitude Test (Computer based)
- Programming Test (Computer based)
- Group Discussion
- Personal Interview

As discussed, request you to pool in eligible candidates from following campuses as well. Please send the consolidated list of eligible students in the attached format latest by COB **Tuesday, 30th October 2018**.

Colleges to be pooled in:

- SCMS, Karukutty
- Adi Sankara, Kalady

Best Regards,

Jijo Joseph | Manager - HR | Experion Technologies | www.experionglobal.com

Tel: +91 484 306 7306 (D) | +91 99614 77991(Cell)



Candidate_Data_Experion Drive.xlsx

18K

SSET <sset@scmsgroup.org>

Wed, Oct 31, 2018 at 12:42 PM

To: Jijo Joseph <jijo.joseph@experionglobal.com>

Sir,

Kindly mail us the reporting time for Experion Technologies recruitment scheduled on 1st November 2018.

Thanks and regards

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Executive Officer-Corporate Relations and International Collaborations

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2450602 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]



2nd March 2019

Conditional Offer Letter

Aswathy A

Arangath House,
Manalithara P.O.,
Thrissur - 680589

Dear Aswathy,

Further to the selection process you had with us, we are pleased to offer you an exciting career with **Experion Technologies (India) Pvt. Ltd.**

You will be entering to the official **Initial Learning Program (ILP)** organized by Experion, as soon as you complete your university examinations.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

The general terms and conditions of the **Employment Offer** are as follows:

1. On successful completion of the Initial Learning Program, you shall be placed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade **A1**.
2. Your remuneration on joining Experion shall be **INR 360,000/-** (Rupees Three Lakhs and Sixty Thousand only) per annum cost to the company.
3. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.



4. You will be required to sign a **Service Commitment Agreement** on joining, wherein you agree that you shall continue to serve the Company for a minimum period of two (2) years from the date of joining, failing which you shall pay a sum of Rs.200,000/- (Rupees Two Lakhs only) as liquidated damages to the Company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

We welcome you to build an exciting career with Experion Technologies and wish you luck and a very bright career with us.

For **Experion Technologies (I) Pvt. Ltd.**,

Jijo Joseph

AGM – Human Resources

I, _____, acknowledge that I have read, understood and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.

Signature

Date



sset last name <sset@scmsgroup.org>

Fwd: Wipro - Elite National Talent Hunt for Engineering Graduates of 2019

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Nov 2, 2018 at 1:46 PM

Please forward this email and follow up with our students on registration for Wipro.

----- Forwarded message -----

From: lavanam.amballa@wipro.com <lavanam.amballa@wipro.com>
Date: Fri, Nov 2, 2018, 13:45
Subject: Wipro - Elite National Talent Hunt for Engineering Graduates of 2019
To:
Cc: anitha.jose@wipro.com <anitha.jose@wipro.com>

Dear Academic Partner,

Greetings from Wipro!

Wipro has launched its Elite National Talent Hunt for Engineering Graduates of 2019 initiative.

We would like inform you that the registration links are live where you may ask the eligible candidates to register by accessing below links.

Wipro Career Page <https://careers.wipro.com/elite-nth.aspx>

Facebook <https://www.facebook.com/wiprocareers/photos/a.102775326473/10156935899351474/?type=3&theater>

Twitter <https://twitter.com/WiproCareers/status/1056786411179913216>

LinkedIn: <https://www.linkedin.com/feed/update/urn:li:activity:6462551430984241152>

This initiative is a unique platform for all the interested and eligible engineers of 2019, who want to build their career with Wipro and you are playing a major role in taking this initiative one step close to Success.

Please go through the below given note, to get a better idea about this process.

1. Meanwhile you circulate the registration links through your channels, we will be sharing you few banners and posters which you may share it. Not to circulate any unauthorized postings about **National Talent Hunt** and educate the students about Wipro's recruitment policy.

Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

2. The registration link will remain same for all the colleges across India.

3. Post registration, Candidates will go through a screening process and post which they will receive a Survey link followed by document upload page where they need to upload their academic marksheets.

4. Once candidates identified as eligible to be part of National Talent Hunt, a confirmation mail (call-letter) will be sent from our end. Test process will be conducted in Mid November.

Call letter will be sent atleast a week prior to the test.

5. Call-letter will have the following details –

- a. Event Date
- b. Reporting Time
- c. Venue Details (Which will be mapped by us. Candidate will not have an option to select the Test Venue)
- d. Other Basic details with regards to eligibility and required documents.

6. Only Online Assessment will be conducted on the confirmed dates and interviews will be planned in the coming weeks.

For any further queries, you may write to **Anitha Jose** - anitha.jose@wipro.com who is the Location Campus Lead for **Kerala** region. Look forward to your support.

We shall share more updates with you on how to prepare the students which you may cascade to other fellow placement officers.

Lavanam Amballa



<http://marketing.wiprodigital.com/apps/wipro-esig/assets/images/logo-01.png>

National Campus Manager

Global Campus Hiring Team | Talent Acquisition | Bangalore

Wipro Limited

Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com



image001.jpg
3K

SSET <sset@scmsgroup.org>

Fri, Nov 2, 2018 at 3:45 PM

Bcc: abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, Ahmed Sharafudeen <ahmedzsha97@gmail.com>, aiswarya johnson <aiswaryajohnsonpl@gmail.com>, ajaisooryan@yahoo.com, Ajay Warriar <ajayrwarrier@gmail.com>, Akhil Anders JR <akhilandersjr@gmail.com>, akshay anil <akshayanil36151@gmail.com>, Akshay Anil <akshayanil007@gmail.com>,

amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraj <deepak.deeraj97@gmail.com>, derin.jose01@gmail.com, Don jose <jodonjo@gmail.com>, doyalsabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, harsh madani <harsh.madani36@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, pranav_97@live.com, PRAVEEN PRINCE <praveenprince7165@gmail.com>, rahidh saheer <Rahidhrockz@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Raizal Faizy <Raizalfaizy11@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeetha Sajudheen <sajeethasajudheen23@gmail.com>, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, R-Kedgaming <vaishakm6@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilnambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewwattoly@gmail.com>, amith ravi <raviamith123@gmail.com>, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, bindu arananair@gmail.com, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, deepthyta1234@gmail.com, Derick davis <derickd20000@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, geethyvarghese123@gmail.com, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, jonathiyep@yahoo.com, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmibk1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasamaliackal@gmail.com>, mtvc1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapibrahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <saahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rhrlmsh123@gmail.com>, Raniya saeed <sraniya855@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, Sandhya Krishnakumar <97sandhya@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpa Biju <shilpabiju@yahoo.in>, shilpapprasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, Sidharth Karat <sidharthk97@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>, abhijithajith21@yahoo.com, Adersh Ajith <adersh.ajith@gmail.com>, AISWARYA SHAJI <aiswaryaarackal27@gmail.com>, Albert Anto <albertanto608@gmail.com>, Ananthakrishnan R <ananthu763@gmail.com>, Anjana Warriar T <anjanatwarriar@gmail.com>, Ann Mary <annmarypaul099@gmail.com>, Antony Antoo <antonyantoo97@gmail.com>, antony vithayathil <vithayathilantony@gmail.com>, ARJUN HARI <arjunharikkam@gmail.com>, Ashik Pa <iambigcr7@gmail.com>, aswinip921@gmail.com, badish ca <badishblaze@gmail.com>, Benet Kolamkanny <benetbabu2828008@gmail.com>, BENIT BENNY <benitbenny@gmail.com>, jagadeesan cm <cm.jagadeesan0022@gmail.com>, Christeena John <christeenava@gmail.com>, Darshan Darshan <darshan.k.pradeep@gmail.com>, edwin george <edwingeorge123456789@gmail.com>, elsa antony <elsaantony100@gmail.com>, Gautham Sunil <gauthamsunil@gmail.com>, george m joy <georgemjoythegreat@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, gowriraveendran58@gmail.com, HARIKRISHNAN PALERI <hari444.paleri@gmail.com>, hasif rehman <hasifrehman.7@gmail.com>, Jobin Biju <jobinbiju@gmail.com>, jovithomas@gmail.com, krishnaja k <krishnajak67@gmail.com>, LAHIN SHAROOQUE <lahinsharooque@gmail.com>, Maneesh Murali <maneesh4evr@gmail.com>, MARTIN PAUL <martin1234paul@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Muhzin Muhammed <muhzin524@gmail.com>, Neelkrishna M <neelkrishna555@gmail.com>, pauljo thomas <pauljothomas37@gmail.com>, RONY DAVIS <ronykDavis@gmail.com>, ERROR 404 <sachinvarma930@gmail.com>, Sam JACOB ROY <samjacobroy@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shameem shad <shadbrother1@gmail.com>, shradhajith@gmail.com, shreeram kc <shreeram.skc@gmail.com>, Siddharth Nair <siddharthnair4u@gmail.com>, sonnetpkunju@gmail.com, sreelakshmimanattu@gmail.com, sreyadasp@gmail.com, tomsajiv@outlook.com, Vinayachandran P <vinayachandra001@gmail.com>, Vichu comm <vishnunair.sr@gmail.com>, Vivek George <vikig4188@gmail.com>, "Padmakumar P.K" <pradeeppadmakumar@gmail.com>, WILLFRED M VARGHESE <willfredmvarghese2020@gmail.com>, yadhu ramesh <yadhuramesh96@gmail.com>, AISWARYA MENON <aishu191995@gmail.com>, Nazreen Sakheer <ajunazreen95@gmail.com>, Anagha S <anaghaajith1995@gmail.com>, Arya Aanand <aryaanand54@gmail.com>, eshithakv46@gmail.com, jameena va <jameenas9@gmail.com>, megha varghese <meghavarghese12@gmail.com>, sonali john <sonalijohn9@gmail.com>, swathi7181@gmail.com, Swathy



sset last name <sset@scmsgroup.org>

Fwd: NTH - Final selects - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY(SCMS)

1 message

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 14, 2019 at 12:54 PM

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450330 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>



SCMS
GROUP OF EDUCATIONAL INSTITUTIONS

----- Forwarded message -----

From: anitha.jose@wipro.com <anitha.jose@wipro.com>
Date: Mon, Jan 14, 2019 at 7:51 AM
Subject: NTH - Final selects - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY(SCMS)
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>



**Elite National
Talent Hunt-2019**

Wipro Elite National Talent Hunt 2019 | List of Selected Candidates

Dear Academic Partner,

Greetings from Wipro!

We are glad to inform that **Elite National Talent Hunt 2019** has run seamlessly, and we share its success with you! We appreciate the hard work and efforts of every one who has contributed to this, and hope this event has brought the students at your institute a step closer to their dream goal.

At the final stage of the event, we are pleased to share the results of the Interview rounds conducted in the month of December 2018. Please find the list of students who have cleared the Selection Process and received the online 'Letter of Intent' to join Wipro.

S No	Resume No.	Candidate Name
1	8264481	JINU
2	8258822	Rohit
3	8280928	Aswathy
4	8383612	T A Deepthy
5	8382610	C M Jagadeesan
6	8482833	Arjun
7	8469777	Jovito
8	8482439	NEHA
9	8481498	SAJEEHA
10	8481916	ALEX
11	8470849	Anandkrishna
12	8455697	Ajay
13	8519565	POOJA
14	8271857	Rebecca
15	8404847	V Rahul

Your cooperation and faith has helped us achieve this, and we sincerely appreciate it.

We look forward to such synergy in future and solicit your continued support.



APPOINTMENT LETTER

May 9, 2019

Dear **Pooja Jayakrishnan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Pooja Jayakrishnan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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W : wipro.com
C : L32102KA19A5PLC020800



APPOINTMENT LETTER

May 8, 2019

Dear **Aswathy A,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

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Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Aswathy A

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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India
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W : wipro.com
C : L32102KA19A5PLC026800



APPOINTMENT LETTER

May 9, 2019

Dear **Rebecca Joshua**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Rebecca Joshua

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Registered Office:

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Bengaluru 560 035
India

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E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD0026800



APPOINTMENT LETTER

May 9, 2019

Dear **Sajeetha K S**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

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Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
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E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLC020800



ANNEXURE III
SALARY OFFER SHEET

Name : Sajeeha K S

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 10, 2019

Dear **Alex Mathew**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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- c. The retirement age is 58 years.
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- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Alex Mathew

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 13, 2019

Dear **Aswathy Mohanan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Aswathy Mohanan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 9, 2019

Dear **T A Deepthy**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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ANNEXURE III
SALARY OFFER SHEET

Name : T A Deepthy

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 7, 2019

Dear **Neha Jayan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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ANNEXURE III
SALARY OFFER SHEET

Name : Neha Jayan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 9, 2019

Dear **Jovito Thomas**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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ANNEXURE III
SALARY OFFER SHEET

Name : Jovito Thomas

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 9, 2019

Dear **Anandkrishna J,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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ANNEXURE III
SALARY OFFER SHEET

Name : Anandkrishna J

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
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APPOINTMENT LETTER

May 8, 2019

Dear **Jinu Manoj**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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ANNEXURE III
SALARY OFFER SHEET

Name : Jinu Manoj

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
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APPOINTMENT LETTER

May 9, 2019

Dear **V Rahul**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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ANNEXURE III
SALARY OFFER SHEET

Name : V Rahul

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
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sset last name <sset@scmsgroup.org>

Sutherland drive on 28th Feb 2019 at SSET- Shortlisted candidates

1 message

SSET <sset@scmsgroup.org>

Wed, Feb 27, 2019 at 2:12 PM

To: ajaisooryan@yahoo.com, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, Deepak Deeraj <deepak.deeraj97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Mhd aZ Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, ranjini888nair@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, akhilnambiar97@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com, a.unnikrishnan@yahoo.in, elsa antony <elsaammu16@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasaliackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <sahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, shekhasajanek@gmail.com, Shivani G <shivanigiri.96@gmail.com>, "sidharth raj k.k." <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, ARJUN HARI <arjunharikkam@gmail.com>, badish ca <badishblaze@gmail.com>, elsa antony <elsaantony100@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, krishnaja k <krishnajak67@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREEESH <mohitgireesh46@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shradhaajith@gmail.com, sreelakshmananattu@gmail.com, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, Tom Saji <tomsajiv@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Denil Paulson <denilp007@gmail.com>, gauthammkrishna1997@gmail.com, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, Jithin Joseph <jithin7797@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Raghav Sunil <raghavsunil.sachu@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, sreejith.r@live.com, Varun Jain <vjkhersingh@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, Abhijith pradeep <abhijithpradeep12@gmail.com>, abhimanue KR <abhimanue567@gmail.com>, Abhishek Mohan <abhishekmohan280@gmail.com>, ahab sanwaya <ahabsanwaya@gmail.com>, Sarhan Ahmd <ahmdsarhan@gmail.com>, Akash Cs <akashcs.siva@gmail.com>, Akhil Jith <akhiljith97@gmail.com>, aksahyaramesh@gmail.com, Althaf ahmed kb <althafahmed619@gmail.com>, Amal Benny FaKeD <abamalbenny@gmail.com>, AMAL HEMARAJ <amalhemaraj@gmail.com>, ANAGHA RAGHAVAN <anurkasthuri731@gmail.com>, Anala Benny <analabenny@gmail.com>, ANANTHU BOSE <ananthubose97@gmail.com>, Anjana Meria Saviour <anjanamsaviour@gmail.com>, Aparna Prakash <aparnaprakash.ammu@gmail.com>, ar554309@gmail.com, aryajprakash@gmail.com, Ashik Ali <ashikfd13@gmail.com>, ashikpoulo63@gmail.com, Ashitha Thampi <ashithat97@gmail.com>, myselfashwinkm@gmail.com, ASWATHY SHAJI <aswathyshaji2015@gmail.com>, Aswathy Ravindran <aswathyachuz19@gmail.com>, "Aswin k.m" <aswintharayil@gmail.com>, Athira K <aathuathirak@gmail.com>, Athul Yesudas <athul.yesudas@gmail.com>, aysha salam <ayshasalam29@gmail.com>, Dahlia Theresa <dahlialilavareth@gmail.com>, Deepthi Kurian <deepthikurian15@gmail.com>, Delvin Johnson <delvinjohnsonpadayattil08@gmail.com>, Famitha Shamsudheen <famithashams@gmail.com>, gauthamgg18@gmail.com, GEETHU BENNYSON <geethubennyson@gmail.com>, gourinandini@gmail.com, Hebin kangappadan <hebin kangappadan@gmail.com>, hilna shanu <hlnashanu@gmail.com>, Jacob Abraham <jacobputhukkeril@gmail.com>, Jaseena Mol <jaseenamol97@gmail.com>, Jibin Varghese <jibinchittuparambil@gmail.com>, Jomy Jose <jomyjose096@gmail.com>, Manu Thomas <manuthomas1996@gmail.com>, mtvc1997@gmail.com, mehajapibrahim@gmail.com

Dear Students,

As per the revised criteria of Sutherland, please find the attached list of shortlisted candidates for the drive as schedule given below.

Organization : **Sutherland Global Services**

Job Title : Technical Support Consultants- Voice and Non voice

Customer Service consultants- Voice and Non voice

Reporting time : 10.00 a.m.

Date : **28th February 2019**

Venue : SCMS School of Engineering and Technology, Karukutty

Revised Eligibility Criteria: 2018 pass out – B.Tech All branches

Students having excellent spoken and written English communication skills and willingness to work in shifts are essential pre-requisite for the job. **Maximum 4 current backpapers only allowed.**

Pre requisites:**Technical Support Consultants- Voice and Non voice:**

Basic knowledge in Hardware, Operating Systems and Networking

Aptitude for troubleshooting desktops/palmtops/laptops etc.

Customer Service consultants:

Good customer service skills

Work Location : Chennai/ Hyderabad/Cochin/Mumbai**Salary** : 1.85 L – 2.40 L (Fresher's)**Accommodation** : 15 days of free accommodation will be provided by Sutherland**Travel:** One way 3 tier A/c train ticket will be provided for outstation candidates**Selection process includes:**

1. Company Presentation – 40 to 45 minutes
2. Non voice screening – Essay writing
3. Initial Screening – JD/One on One conversation in batches of 20 -25 students
3. Communication Assessment-for shortlisted candidates-10 to 15 minutes
4. HR Interview for shortlisted candidates

The eligible students should carry the following:

1. A copy of their updated resume
2. Two colour passport size photographs
3. **Self attested copies of all the mark lists including B.Tech Semester wise marksheets**
4. College ID Card

Attached list of Shortlisted students by Sutherland must be seated inSeminar Hall, Administrative Block, 2nd floor by **9.55 am.**

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

**Sutherland -SSET Shortlist 19.xlsx**

18K

S.No	Candidate Name	Candidate Mobile Number
1	AKSHAY ANIL	8547395926
2	ASNIYA C B	7025153609
3	DEEPAK K	9645728827
4	GREESHMA VENUGOPAL K	9544849934
5	JOSELIN PERSIS THOMAS	9645569242
6	MOHAMMED ASLAM M S	9961975592
7	PRAVEEN PRINCE	8943640470
8	RAHUL V	9539695969
9	RANJINI P NAIR	9544009840
10	SATHIKA PRAVEEN	9061306037
11	SELMAN ANVAR	8113984723
12	SUBITHA V S	8111875016
13	SUNITHA SAHU	9493388164
14	ALEENA AVARACHAN	8138032376
15	ANJANA SURESH	9048435338
16	ASWATHY MOHANAN	8078920983
17	ATHIRA S	8943325128
18	ATHIRA UNNIKRISHNAN	7034524315
19	ELSA ANTONY K	7994632436
20	GEETHY VARGHESE	9745925639
21	HARITHA T P	9746172270
22	HARSHA MANOJ	8139039616
23	KAVYA SANTHOSH C	8139840600
24	KRISHNAPRIYA T P	7902673596
25	LAKSHMI K B	7902307098
26	MANASI P MENON	8156838150
27	MANJU DAVIS	9539923069
28	MARIA THOMAS	9496051651
29	MARIYA TREESA VINCENT	8111843236
30	MEENAKSHI NAIR J	9447195364
31	MEHAJA P IBRAHIM	7559001004
32	MERITTA SHIBU	9539555707
33	MIDHUN RAJ	8593036248
34	NIMA VARGHESE	9400622686
35	SACHIN SURESH	7510220691
36	SACHIN.S	8547060670
37	SHEKHA E K	9895243548
38	SHIVANI G	9496575687
39	SIDHARTH RAJ K K	9400161649
40	SONU JACOB	8606447553
41	SWEEDIN P P	9447893602

42	VIDHYA PRAKASH T	8129507365
43	ARJUN HARI	9497225328
44	ELSA ANTONY	9072235737
45	GNANA SURIYA S	8129800879
46	KRISHNAJA K	9961518105
47	MEENU YOHANNAN	9447578406
48	MOHIT GIREESH	9495380871
49	SAMGEO SANTHOSH	8289829498
50	SHRADHA AJITH	9567389281
51	SREELAKSHMI M G	9746086205
52	SREYADAS P	8593964264
53	TOM SAJI	9446881301
54	AJITH ANTOO	9061486368
55	ATHUL KRISHNA	9744533805
56	DENIL PAULSON	8943566521
57	GAUTHAM M KRISHNA	9496069637
58	JAYAKRISHNAN P	8111872168
59	JITHIN JOSEPH	7356359356
60	LIJO MON GEORGE	9539486462
61	N. ARUN NARAYANAN	9633600550
62	SHANJITH APREM SHAJI	8606070676
63	SREEJITH R PILLAI	8129266365
64	AATHIRA J FRANKUR	9895125000
65	ABHIJITH P	7994564757
66	ABHISHEK MOHAN	9961975430
67	AHAMMED SARHAN M	9846125401
68	AKASH C S	8281032941
69	AKHILJITH N J	7560963966
70	AKSHAYA RAMESH	8129472341
71	ALTHAF K B	9446079560
72	AMAL BENNY	9495988408
73	ANAGHA K	8281756917
74	ANALA BENNY	9567625689
75	ANANTHU BOSE	9645562831
76	ANJANA MARIA SAVIOUR	7510392002
77	APARNA C P	8606068738
78	ARYA N	9497299716
79	ASHIK K A	7293421682
80	ASHIK POULOSE	9847157539
81	ASHITHA T	8301878734
82	ASHWIN K M	9496727880
83	ASWATHY E S	9349578824

84	ASWATHY R R	7034955470
85	ASWIN K.M	9400183413
86	ATHIRA K	9995196935
87	AYSHA V A	9961088866
88	DAHLIA THERESA N J	7034765904
89	DEEPTHI KURIAN	8547114511
90	DELVIN JOHNSON	9605468607
91	FAMITHA SHAMSUDHEEN	9400264345
92	GAUTHAM GOPI K	7034154285
93	GEETHU BENNYSON	7736664595
94	GOURINANDINI S	9446300000
95	HEBIN KANGAPPADAN	8921266311
96	HILNA SHANU M M	9061465931
97	JACOB PUTHUKKERIL ABRAHAM	8156907221
98	JASEENA T M	8589933845
99	JIBIN VARGHESE	9645140880
100	MANU THOMAS	7034370899

Email	Department
akshayanil007@gmail.com	B.Tech CSE
asniyabas15@gmail.com	B.Tech CSE
deepak.deeraj97@gmail.com	B.Tech CSE
greeshmavenugopal97@gmail.com	B.Tech CSE
jomol96anp@gmail.com	B.Tech CSE
azlamaslu099@gmail.com	B.Tech CSE
praveenprince7165@gmail.com	B.Tech CSE
rahulviswanath98@gmail.com	B.Tech CSE
ranjini888nair@gmail.com	B.Tech CSE
sathikapraveen@gmail.com	B.Tech CSE
selmananver@yahoo.in	B.Tech CSE
subithavs0@gmail.com	B.Tech CSE
sunithasahu8@gmail.com	B.Tech CSE
aleenaavarachan1@gmail.com	B.Tech ECE
anjanasuresht29@gmail.com	B.Tech ECE
aswathymohanavg@gmail.com	B.Tech ECE
binduaranair@gmail.com	B.Tech ECE
a.unnikrishnan@yahoo.in	B.Tech ECE
elsaammu16@gmail.com	B.Tech ECE
geethyvarghese123@gmail.com	B.Tech ECE
haritha.tp22@gmail.com	B.Tech ECE
harshamanoj500@gmail.com	B.Tech ECE
kavyackadavath@gmail.com	B.Tech ECE
krishnapriyaprasad20@gmail.com	B.Tech ECE
lakshmikb1997@gmail.com	B.Tech ECE
scamper4ss@gmail.com	B.Tech ECE
manjudavis10@gmail.com	B.Tech ECE
mariathomasmaliackal@gmail.com	B.Tech ECE
mtvc1997@gmail.com	B.Tech ECE
meenajnair@gmail.com	B.Tech ECE
mehajapibrahim@gmail.com	B.Tech ECE
merittashibuparekkadan@gmail.com	B.Tech ECE
midhunrajmailbox@gmail.com	B.Tech ECE
nimavarghese96@gmail.com	B.Tech ECE
sachinsuresh231997@gmail.com	B.Tech ECE
sachinsureshscms@gmail.com	B.Tech ECE
shekhasajanek@gmail.com	B.Tech ECE
shivanigiri.96@gmail.com	B.Tech ECE
kksidharthraj@gmail.com	B.Tech ECE
sonujacob2015@gmail.com	B.Tech ECE
sweedinpp@gmail.com	B.Tech ECE

vidhyaprakash220@gmail.com	B.Tech ECE
arjunharikkm@gmail.com	B.Tech EEE
elsaantony100@gmail.com	B.Tech EEE
letters2suriya@gmail.com	B.Tech EEE
krishnajak67@gmail.com	B.Tech EEE
meenuyohannan1997@gmail.com	B.Tech EEE
mohitgireesh46@gmail.com	B.Tech EEE
samgeosanthosh10@gmail.com	B.Tech EEE
shradhaajith@gmail.com	B.Tech EEE
sreelakshmimanattu@gmail.com	B.Tech EEE
sreyadasp@gmail.com	B.Tech EEE
tomsajiv@outlook.com, tomsajiv@gmail.com	B.Tech EEE
ajithantoo15@gmail.com	B.Tech ME
athul.krishna85@gmail.com	B.Tech ME
denilp007@gmail.com	B.Tech ME
gauthammkrishna1997@gmail.com	B.Tech ME
jayakrishnanp97@gmail.com	B.Tech ME
jithin7797@gmail.com	B.Tech ME
lijomongearge97@gmail.com	B.Tech ME
arunajay90@gmail.com	B.Tech ME
shanjith.007@gmail.com	B.Tech ME
sreejith.r@live.com	B.Tech ME
aathirafrankur@gmail.com	B.Tech CE
abhijithpradeep12@gmail.com	B.Tech CE
abhishekmohan280@gmail.com	B.Tech CE
ahmdsarhan@gmail.com	B.Tech CE
akashcs.siva@gmail.com	B.Tech CE
akhiljith97@gmail.com	B.Tech CE
aksahyaramesh@gmail.com	B.Tech CE
althafahmed619@gmail.com	B.Tech CE
abamalbenny@gmail.com	B.Tech CE
anurkasthuri731@gmail.com	B.Tech CE
analabenny@gmail.com	B.Tech CE
ananthubose97@gmail.com	B.Tech CE
anjanamsaviour@gmail.com	B.Tech CE
aparnaprakash.ammu@gmail.com	B.Tech CE
aryajprakash@gmail.com	B.Tech CE
ashikfd13@gmail.com	B.Tech CE
ashikpoulo63@gmail.com	B.Tech CE
ashithat97@gmail.com	B.Tech CE
myselfashwinkm@gmail.com	B.Tech CE
aswathyshaji2015@gmail.com	B.Tech CE

aswathyachuz19@gmail.com	B.Tech CE
aswintharayil@gmail.com	B.Tech CE
aathuathirak@gmail.com	B.Tech CE
ayshasalam29@gmail.com	B.Tech CE
dahlianilavareth@gmail.com	B.Tech CE
deepthikurian15@gmail.com	B.Tech CE
delvinjohnsonpadayattil08@gmail.com	B.Tech CE
famithashams@gmail.com	B.Tech CE
gauthamgg18@gmail.com	B.Tech CE
geethubennyson@gmail.com	B.Tech CE
gourinandini@gmail.com	B.Tech CE
hebinkangappadan@gmail.com	B.Tech CE
hilnashanu@gmail.com	B.Tech CE
jacobputhukkeril@gmail.com	B.Tech CE
jaseenamol97@gmail.com	B.Tech CE
jibinchittuparambil@gmail.com	B.Tech CE
manuthomas1996@gmail.com	B.Tech CE



sset last name <sset@scmsgroup.org>

Sutherland Campus Recruitment- 2019

1 message

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>
To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Fri, May 3, 2019 at 4:19 PM

Hi,

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for this FY as well. Please share my contact details with the offered students; **M:** +91 7994649677 **E:** silviya.thankachan@sutherlandglobal.com

Please let me know the joining availability of these candidates to complete further formalities.

Thanks in advance.

**Silviya Thankachan**
Talent Acquisition Cochin
SUTHERLAND**M:** +91 7994649677 **E:** silviya.thankachan@sutherlandglobal.com

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SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : *SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY*

Date : *28-Feb-2019*

Dear *AATHIRAJ FRANKUR*

Congratulations!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ABHISHEK MOHAN - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

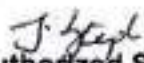
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

Date : 28 Feb 2019

Dear ANALA BENNY

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear FAMITHA SHAMSUDHEEN - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear GEEETHU BENNYSON,

Congratulations!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING AND
TECHNOLOGY.

Date : 28-Feb-2019

Dear GOURINANDINI S

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1St Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear JASEENA TM - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MANU THOMAS - CE (NON VOICE)

Congratulations!!!

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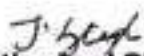
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Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ASNIYA C B - CSE (NON VOICE)

Congratulations!!!

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear PRAVEEN PRINCE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear RANJINI P NAIR - CSE (NON VOICE)

Congratulations!!!

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Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology Date :
5/6/2019

Dear SUBITHA V S - CSE (NON VOICE)

Congratulations!!!

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Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SUNITHA SAHU - CSE (NON VOICE)

Congratulations!!!

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Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ASWATHY MOHANAN - ECE (NON VOICE)

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Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear ATHIRA S.

Congratulations!!!

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Sutherland

Authorized Signatory

Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ATHIRA UNNIKRISHNAN - ECE (NON VOICE)

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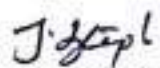
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Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear HARITHA T P - ECE (NON VOICE)

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Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : *SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY*

Date : *28-Feb-2019*

Dear *MARIYA TREESA VINCENT*

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MEENAKSHI NAIR J - ECE (NON VOICE)

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Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MEHAJA P IBRAHIM - ECE (NON VOICE)

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Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SACHIN.S - ECE (NON VOICE)

Congratulations!!!

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Candidate Acceptance

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No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



FIXED TERM CONTRACT OF EMPLOYMENT

October 7, 2019

Sachin Suresh
NANDANAM,CK ROAD, MANJUMEL
ERNAKULAM, 683501

Dear **Sachin Suresh**,

Congratulations! We welcome you to the family of Sutherland!

With reference to our discussions, we are pleased to appoint you as **Associate-CS Internet (Trainee)**. Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before **October 7, 2019** on the following terms and conditions:

Your place of posting will be at Cochin. However, during your employment with us you may be posted or transferred / attached to any other units / companies / offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **INR 178700/- per annum (One Lakh seventy Eight Seven Hundred only)**, the details of which are given in the annexure of the appointment letter. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

You shall report to the **Business Director** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time. You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

Your contract would start from your date of joining to Sutherland and would end on 31-Dec-2019. There will not be any further extension thereafter. Either party can terminate this contract of employment in 15 days' notice or pay salary in lieu of the same to the other party.

Your Services can be terminated without any notice and inquiry by Company, under the following conditions:

- In case your performance is found to be unsatisfactory (or) you are found violating any disciplinary norms of the organization (or) client.

- In the event of rejection by the client for dishonesty, disobedience, absence from duty without permission or any other act considered detrimental to the interest of the organization, client, (or) violation of one (or) more terms of this appointment.
- Any activity leading to formation of groups, which the organization may feel that such groups may hamper the work, peace and general client relationship.
- Any activity resulting in loss of work at office premises (or) purposive delay of work at an individual capacity (or) in conjunction with other colleagues will be treated as an in disciplinary act and may result in termination of your service without notice or inquiry, with immediate effect.
- Your appointment is being made on the basis of your particulars such as qualifications etc., as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu thereof

Notwithstanding the above, in the event of the project/work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned project/work. Your contractual appointment will automatically come to an end on the expiry of the specified period and no notice pay or retrenchment compensation will be payable to you by the Company. Since your appointment is being made for a specific period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. ...

However, should your termination be due to un authorized absence from duty, non-performance, misconduct, fraud, negligence, theft, wilful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case, the company will not provide 15 days notice.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address, failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. The Company may disclose some or all of your Personal Information to competent authority(ies) in accordance with their directions or to other parties, including our clients, on need-to-know basis, in pursuance of any enquiry or investigation. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department.

You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 58 years.

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full

Relieving Letter & Service Certificate (If employed previously)

Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form –16 along with earnings certificate for IT purpose

Please sign and return the duplicate copy of this letter within 3 days of receiving the same as a confirmation of acceptance of the same, failing which this offer shall stand cancelled, unless a written extension is given.

Sutherland Global Services Private Ltd.
Annexure

Compensation Structure

Name of the Employee: Sachin Suresh

Designation: Associate–CS Internet

Date of Joining: October 7, 2019

Component	Amount PA	Amount PM	Calculation Logic
CTC	178700	14892	Cost to Company
Basic	56053	4671	35% of Gross Pay
HRA	28027	2336	50% of Basic
Bonus	27127	2261	Statutory Bonus as per Act
Special Allowance/Choice	51638	4303	
Gross	162845	13570	
PF – Employer	15855	1321	IF (Gross–HRA)>180000, 21600, (Gross–HRA)*12%
ESI (Employee)	1221	102	0.75% on Gross–Bonus
Total Net Take Home (PA)	145769	12147	Net = Gross – PF – ESI

InsuranceSum insured under Accident Insurance is Rs.5,00,000/–,
Premium Mediclaim is Rs.2,00,000/– for self only.

ESI If your Gross Pay (GrossBonus) is less than Rs.21000/–
per month, an amount equivalent to 0.75% of your gross
salary will be deducted towards ESI every month – For
details you may contact your Program HR Executive

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

Sincerely,
For Sutherland

Shiv Kumar Ganapathi
Associate Vice President and Head of Talent Acquisition, India

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures. I hereby also confirm having received my original copy of this Offer Letter.

Offer electronically accepted by: Sachin Suresh

Offer electronically accepted on: Oct 7, 2019, 9:23 PM GMT+05:30

Signed Offer Letter



PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SACHIN SURESH - ECE (NON VOICE)

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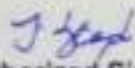
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Park, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4288 7864
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SHIVANI G - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



sset last name <sset@scmsgroup.org>

Fwd: RE : QuEST Global Placements

7 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Wed, Feb 13, 2019 at 11:20 AM

----- Forwarded message -----

From: **BeautlinP** <Beautlin.P@quest-global.com>
Date: Wed, Feb 13, 2019, 10:51
Subject: RE: RE : QuEST Global Placements
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>
Cc: Karthika Sreelatha <Karthika.Sreelatha@quest-global.com>

Hi,

MCA students are also eligible for the placement drive

Regards

Beautlin

From: BeautlinP
Sent: Wednesday, February 13, 2019 10:13 AM
To: 'varunmenon@scmsgroup.org' <varunmenon@scmsgroup.org>
Cc: Karthika Sreelatha <Karthika.Sreelatha@quest-global.com>
Subject: RE : QuEST Global Placements

Hi Professor ,

Good Morning !

Greetings from university relations!

About QuEST Global :

QuEST Global is an Global Engineering Service Founded in 1997. The Company Provide engineering services in Various industries such as Aero Engine, Aero Space and Defense, Hi-Tech & Industrial, Medical devices Oil & Gas, Power, Transportation. It has Operations Spread across 42 location in 32 Countries.

Pleasure connecting with you over Call as discussed please find the requirement mentioned below, Request you to share the list of eligible candidates

We are waiting for your updates on the below mentioned requirements.

The eligibility criteria and branch is:-

BE Engineering :- CSE, IT,ECE,EEE

10th 12th :- 60% throughout (No backlogs)

Engineering: 65% (No backlogs)

Batch : 2019 Passed out (Final Year Students)

Job description for the candidates will be :

JOB TITLE : TRAINEE ENGINEER

LOCATION : Trivandrum/Bangalore

CTC OFFERED : 3.00 LPA

Kindly , send me the eligible candidates list as on before **18th of February(Monday)** .

Online Exam for the eligible students will be conducted in your respective college once the list is shared .

Attached the Candidate Information Form to be filled for the eligible candidates.

Kindly revert if any further information required for the same.

Attached the candidate information form to be filled .

PFA .

Regards,

BEAUTLIN SHEYO .P

Intern ,University Relations

QuEST Global

QuEST Towers, Technopark Campus, Trivandrum - 695 581, India

Mob: +91 7708446845

DISCLAIMER: This e-mail contains PRIVILEGED AND CONFIDENTIAL INFORMATION intended solely for the use of the addressee(s). If you are not the intended recipient, please notify the sender by e-mail and delete the original message. Opinions, conclusions and other information in this transmission that do not relate to the official business of QuEST Global and/or its subsidiaries, shall be understood as neither given nor endorsed by it. Any statements made herein that are tantamount to contractual obligations, promises, claims or commitments shall not be binding on the Company unless followed by written confirmation by an authorized signatory of the Company.

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Wed, Feb 13, 2019 at 11:20 AM

----- Forwarded message -----

From: **BeautlinP** <Beautlin.P@quest-global.com>
Date: Wed, Feb 13, 2019, 10:12
Subject: RE : QuEST Global Placements
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>
Cc: Karthika Sreelatha <Karthika.Sreelatha@quest-global.com>

[Quoted text hidden]



Candidate information Form.xlsx
16K

SSET <sset@scmsgroup.org>
To: "Sindhu C.K." <sindhuck@scmsgroup.org>
Cc: "Dr. Sherin Alex" <sherinalex@scmsgroup.org>, indu nair <indunair@scmsgroup.org>

Wed, Feb 13, 2019 at 3:18 PM

[Quoted text hidden]



Candidate information Form.xlsx
16K

SSET <sset@scmsgroup.org>
To: Beautlin.P@quest-global.com
Cc: Karthika.Sreelatha@quest-global.com, Varun Menon G <varunmenon@scmsgroup.org>

Mon, Feb 18, 2019 at 9:04 PM

Dear Sir/Madam,

Thanks for the interest shown for the recruitment of our students. As per the mail, I am attaching herewith the details of our candidates for the recruitment to be conducted by your esteemed organization. Kindly confirm a date during first week of March 2019.

Thanks and regards

Dr. Varun G Menon
Officer Corporate Relations
SCMS School of Engineering and Technology
Mob: 8714504684

[Quoted text hidden]

2 attachments



SSET-QUESTGLOBAL Candidate information Form (1).xlsx
23K



SSTM-QUESTGLOBAL-Candidate information Form 19.xlsx
17K

SSET <sset@scmsgroup.org>
To: Beautlin.P@quest-global.com
Cc: Karthika.Sreelatha@quest-global.com, Varun Menon G <varunmenon@scmsgroup.org>

Mon, Feb 18, 2019 at 9:14 PM

May 23, 2019

Intent to offer Employment

Dear **ASNIYA C B,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- Total Cost to Company (TCTC): 3 LPA
- Location: Bangalore/Belgaum/Trivandrum
- Working Hours : 47.5 hours/week (9.5 hours/day)
- Bond: 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of Intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**



Annexure - I

Compensation & Benefit Details

Salary Components	Monthly (INR)	Annual (INR)
(A) Basic Salary (BS)	10000	120000
(B) House Rent Allowance (HRA)	4000	48000
(C) Conveyance Allowance (CA)	1600	19200
(D) Leave Travel Allowance (LTA)		
(E) Food Coupon		
(F) Telephone / Internet Allowance	600	7200
(G) Medical Reimbursement		
(H) Other Allowance	3856	46272
(I) GROSS SALARY (I=A+B+C+D+E+F+G+H)	20056	240672
(J) Employer Contribution to Provident Fund (PF)	1200	14400
(K) Employer Contribution to Gratuity	481	5772
(M) RETIREMENT BENEFITS : (M=J+K)	1681	20172
(N) Employer Contribution to Medical Insurance Premium	673	8076
(O) Bonus / Ex-Gratia	1400	16800
(P) FIXED GROSS SALARY (FGS): (P=I+M+N+O)	23810	285720
(Q) TOTAL VARIABLE PAY (TVP)**		14280
(R) TOTAL GROSS SALARY (TGS) : (R=P+Q)		300000

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.



****Total Variable Pay includes components aligned to QuEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.**

*****Shift Allowance will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in morning shift. For other shifts, it will be governed by the policy.**

Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band, the amount will change accordingly in case of Band change. -Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- **Group Medical Insurance cover of INR 300000**
- **Group Personal Accident Insurance cover of INR 1000000**
- **Group Term Life Insurance cover of INR 1500000**
- **Employee Deposit Linked Insurance cover as per statutory requirement**

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice



Mar 23, 2019

Intent to offer Employment

Dear **SHRADHA AJITH**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC): 3 LPA**
- **Location: Bangalore/Belgaum/Trivandrum**
- **Working Hours : 47.5 hours/week (9.5 hours/day)**
- **Bond: 2 years**

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- **Background Verification Check.**
- **Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining**

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**



Annexure - I

Compensation & Benefit Details

Salary Components	Monthly (INR)	Annual (INR)
(A) Basic Salary (BS)	10000	120000
(B) House Rent Allowance (HRA)	4000	48000
(C) Conveyance Allowance (CA)	1600	19200
(D) Leave Travel Allowance (LTA)		
(E) Food Coupon		
(F) Telephone / Internet Allowance	600	7200
(G) Medical Reimbursement		
(H) Other Allowance	3856	46272
(I) GROSS SALARY (I=A+B+C+D+E+F+G+H)	20056	240672
(J) Employer Contribution to Provident Fund (PF)	1200	14400
(K) Employer Contribution to Gratuity	481	5772
(M) RETIREMENT BENEFITS : (M=J+K)	1681	20172
(N) Employer Contribution to Medical Insurance Premium	673	8076
(O) Bonus / Ex-Gratia	1400	16800
(P) FIXED GROSS SALARY (FGS) : (P=I+M+N+O)	23810	285720
(Q) TOTAL VARIABLE PAY (TVP)**		14280
(R) TOTAL GROSS SALARY (TGS) : (R=P+Q)		300000

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.



****Total Variable Pay** Includes components aligned to QuEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.

*****Shift Allowance** will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in morning shift. For other shifts, it will be governed by the policy.

Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band, the amount will change accordingly in case of Band change.
-Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

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May 23, 2019

Intent to offer Employment

Dear **WILFRED M. VARGHESE**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC): 3 LPA**
- **Location: Bangalore/Belgaum/Trivandrum**
- **Working Hours : 47.5 hours/week (9.5 hours/day)**
- **Bond: 2 years**

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- **Background Verification Check.**
- **Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining**

As per QuEST's hiring process we would conduct a detailed background verification check of all the Information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***



Annexure - I

Compensation & Benefit Details

Salary Components	Monthly (INR)	Annual (INR)
(A) Basic Salary (BS)	10000	120000
(B) House Rent Allowance (HRA)	4000	48000
(C) Conveyance Allowance (CA)	1600	19200
(D) Leave Travel Allowance (LTA)		
(E) Food Coupon		
(F) Telephone / Internet Allowance	600	7200
(G) Medical Reimbursement		
(H) Other Allowance	3856	46272
(I) GROSS SALARY (I=A+B+C+D+E+F+G+H)	20056	240672
(J) Employer Contribution to Provident Fund (PF)	1200	14400
(K) Employer Contribution to Gratuity	481	5772
(M) RETIREMENT BENEFITS : (M=J+K)	1681	20172
(N) Employer Contribution to Medical Insurance Premium	673	8076
(O) Bonus / Ex-Gratia	1400	16800
(P) FIXED GROSS SALARY (FGS): (P=I+M+N+O)	23810	285720
(Q) TOTAL VARIABLE PAY (TVP)**		14280
(R) TOTAL GROSS SALARY (TGS) : (R=P+Q)		300000

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.



****Total Variable Pay includes components aligned to QUEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.**

*****Shift Allowance will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in morning shift. For other shifts, it will be governed by the policy.**

Your monthly deduction from salary towards Medical Insurance premium would be INR 825. This is as per your current Band, the amount will change accordingly in case of Band change. -Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QUEST Band. For your current Band the coverages shall be:

- **Group Medical Insurance cover of INR 300000**
- **Group Personal Accident Insurance cover of INR 1000000**
- **Group Term Life Insurance cover of INR 1500000**
- **Employee Deposit Linked Insurance cover as per statutory requirement**

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QUEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QUEST QMS on intranet. The ownership and right for implementation of these policies rests with QUEST alone. QUEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice





Hi Sir/ Madam

After completing all the discussions and interview rounds, we selected some students from your 2019 batch. Please find those talents from the below list:

Sl.No	Name	Branch
1	Meritta Shibu	EC
2	Athira S	EC
3	Harsha Manoj	EC
4	Lakshmi K B	EC
5	Shivani G	EC
6	Athira Unnikrishnan	EC
7	Sachin Suresh	EC
8	Meenakshi Nair J	EC
9	Shekha E K	EC
10	Aswathy Menon K	CS
11	Athira	CS
12	Sunitha Sahu	CS
13	Elsa Antony	EEE
14	Sreelakshmi M G	EEE
15	Krishnaja K	EEE
16	Sreya Das P	EEE
17	Tom Saji	EEE
18	Aswathy R R	CE
19	Aathira J Frankur	CE
20	Dahlia Theresa N J	CE
21	Anala Benny	CE
22	Jibin Varghese	CE
23	Nimmy T M	CE

** If someone want to drop out, please inform me as early as possible. So, we can refill the vacancy with some other students **

Best regards,

Riya Varghese

HR Associate

+91 623-853-3146



sset last name <sset@scmsgroup.org>

Tech M Drive Invitations

1 message

Saravana Raj <Saravana.Raj@niit.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>

Fri, Jul 19, 2019 at 11:02 AM



Dear Mr. Varun,

We are organizing recruitment drive on 20th July 2019 at Sree Narayana Mangalam Institute of Management and Technology - Maliankara, One of the world's leading Top Tier IT Services Company, Tech Mahindra.

They are in partnership with NIIT as **given approval to hire 2019 Engineering** (1000+ Candidates). They are ranked highly in the Fortune 500 and is consistently listed among the most admired companies in the world.

On behalf of Tech Mahindra, NIIT Ltd will do the recruitment drive at your campus and shortlist candidates will attend interview at Tech M campus, The selected candidates will be offered Letter of Intent by Tech Mahindra and will enroll for a 3 month Post Graduate Program – Tech Mahindra at NIIT.

Candidate passed an 'Assessment' that would be conducted by Tech Mahindra after completion of the aforesaid NIIT's specially designed certification program with min of 70% marks. You are entitled to a maximum of Two (02) chances for you to appear in this 'Assessment'.

Eligibility:

- ❖ **BE / B. Tech / MCA** – Year of passing – **2018 / 2019**.
- ❖ Candidate should have passed out graduation without any backlog.
- ❖ Engineering Streams – CS/CE, IT, E&C, Communication/Telecom, Electronics.
- ❖ X, XII / Diploma, Engg Grad, UG & MCA scores in case of MCA – Min 60% or First Class as passing out grade.
- ❖ Gap of 1 year allowed post Passing Xth Std.

Requesting you to ensure only eligible students to participate in the Tech M test as give below.

Sl. No.	College Name	Student Name	Department	10 th marks %	12 th marks %	Degree marks %	Emil id	Mobile no.
1								

2								
---	--	--	--	--	--	--	--	--

Or

Student can give their confirmation for participating by registrations link ,

https://docs.google.com/forms/d/e/1FAIpQLSdw01oU0jR9YPHGWUk95KTcT4hWezsxgtpMfjLqMyqc66yk5A/viewform?usp=sf_link

Venue: Sree Narayana Mangalam Institute of Management and Technology

Maliankara P.O, Moothakunnam

N.Paravur, (Dist.) Eranakulam

Kerala-683 516

Date: 20th July 2019

Time: 09:30 AM

Attaching company / Eligibility details / Sample LOI

Regards,

Saravana Raj S

9655051990

Visit us at: <http://www.niit.com>

Follow us on: <http://www.twitter.com/niittd>

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This email and any files transmitted with it are confidential and are solely for the use of the individual or entity to which it is addressed. Any use, distribution, copying or disclosure by any other person is strictly prohibited. If you receive this transmission in error, please notify the sender by reply email and then destroy the message. Opinions, conclusions and other information in this message that do not relate to official business of the company shall be understood to be neither given nor endorsed by NIIT Ltd. Any information contained in this email, when addressed to Clients is subject to the terms and conditions in governing client contract.

2 attachments



Tech M.pdf
210K



image002.emz
19K

1701060/ ELTP-NIIT / 2019

May 24, 2019

Subject: Letter of Intent

Dear Jonath Iype Tharian,

We are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ⇒ You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
- ⇒ Complete a specifically designed certification course at **NIIT** at your own cost, which shall not be reimbursed by Tech Mahindra, and
- ⇒ You have successfully passed an '**Assessment**' that would be conducted by Tech Mahindra after completion of the aforesaid NIIT's specially designed certification course with min of 70% marks. You are entitled to a maximum of **Two (02) chances** for you to appear in this 'Assessment'.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ⇒ You will be under **probation for a period of 3 (three) months** from the date of joining.
- ⇒ During probation period, you will be eligible for Annual Salary package of **INR 300,000 (Indian Rupees Three Hundred Thousand Only)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- ⇒ Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- ⇒ In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ⇒ At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra. You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **13th September 2019** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

A handwritten signature in black ink, appearing to read 'Preeti Choudhary'.

Head - Resource Management Group

Annexure – A

Total Cost to Company (TCC) (Per Annum)	3,00,000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@30% of Total Fixed Pay)	78,373
HRA (@50% of Basic Pay)	39,187
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	9,405
Flexible Components of TFP ^	110,279
Total Fixed Pay (Per Annum)	261,244
Total Variable Pay (TVP) (Per Annum) (*)	29,028
Total(A)	290,272
Additional Benefits(B)	9,728
Gratuity	3,770
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
Total Cost to Company (Per Annum) -----(A) + (B)	300,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
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c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)	3,25,000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@30% of Total Fixed Pay)	85,037
HRA (@50% of Basic Pay)	42,519
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,204
Flexible Components of TFP ^	1,21,695
Total Fixed Pay (Per Annum)	2,83,455
Total Variable Pay (TVP) (Per Annum) (*)	31,496
Total(A)	3,14,951
Additional Benefits(B)	10,049
Gratuity	4,091
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
Total Cost to Company (Per Annum) -----(A) + (B)	3,25,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
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c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

1701069/ ELTP-NIIT / 2019

May 27, 2019

Subject: Letter of Intent

Dear Meenu Yohannan,

We are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ⇒ You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
- ⇒ Complete a specifically designed certification course at **NIIT** at your own cost, which shall not be reimbursed by Tech Mahindra, and
- ⇒ You have successfully passed an '**Assessment**' that would be conducted by Tech Mahindra after completion of the aforesaid NIIT's specially designed certification course with min of 70% marks. You are entitled to a maximum of **Two (02) chances** for you to appear in this 'Assessment'.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ⇒ You will be under **probation for a period of 3 (three) months** from the date of joining.
- ⇒ During probation period, you will be eligible for Annual Salary package of **INR 300,000 (Indian Rupees Three Hundred Thousand Only)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- ⇒ Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- ⇒ In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ⇒ At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra. You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **16th September 2019** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

A handwritten signature in black ink, appearing to read 'Preeti Choudhary'.

Head - Resource Management Group

Annexure – A

Total Cost to Company (TCC) (Per Annum)	3,00,000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@30% of Total Fixed Pay)	78,373
HRA (@50% of Basic Pay)	39,187
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	9,405
Flexible Components of TFP ^	110,279
Total Fixed Pay (Per Annum)	261,244
Total Variable Pay (TVP) (Per Annum) (*)	29,028
Total(A)	290,272
Additional Benefits(B)	9,728
Gratuity	3,770
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
Total Cost to Company (Per Annum) -----(A) + (B)	300,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
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a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)	3,25,000
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HRA (@50% of Basic Pay)	42,519
Bonus/Statutory Bonus	24,000
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1701068/ ELTP-NIIT / 2019

May 27, 2019

Subject: Letter of Intent

Dear Sreyadas P,

We are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ⇒ You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
- ⇒ Complete a specifically designed certification course at **NIIT** at your own cost, which shall not be reimbursed by Tech Mahindra, and
- ⇒ You have successfully passed an '**Assessment**' that would be conducted by Tech Mahindra after completion of the aforesaid NIIT's specially designed certification course with min of 70% marks. You are entitled to a maximum of **Two (02) chances** for you to appear in this 'Assessment'.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ⇒ You will be under **probation for a period of 3 (three) months** from the date of joining.
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Registered Office:
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www.techmahindra.com
CIN L64200MH1986PLC041370

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We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

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Head - Resource Management Group

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sset last name <sset@scmsgroup.org>

FW: Recruitment - Graduate Engineer Trainee

19 messages

HRD OEN <hrd@oenindia.com>
To: sset@scmsgroup.org

Sat, Apr 27, 2019 at 2:45 PM

Dear Sir

As discussed over telephone, We are planning to recruit some freshers (passing out in the year 2019) for the position of Graduate Engineer Trainee. Below are the details:

Qualification: BTech (EC/EEE/ME)

Selection Criteria: 70% (with no backlogs)

It would be grateful, if you help us by sharing matching resumes of students who are interested to work in manufacturing sector.

Hoping to hear positively from you

Warm regards

Lakshmy Manohar

[HRD](#)

OEN INDIA Ltd

Contact No: 0484-3053718

From: HRD OEN [mailto:hrd@oenindia.com]
Sent: Thursday, April 25, 2019 10:19 AM
To: 'sset@scmsgroup.com'
Subject: Recruitment - Graduate Engineer Trainee

Dear Sir

As discussed over telephone, We are planning to recruit some freshers (passing out in the year 2019) for the position of Graduate Engineer Trainee. Below are the details:

Qualification: BTech (EC/EEE/ME)

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It would be grateful, if you help us by sharing matching resumes of students who are interested to work in manufacturing sector.

Hoping to hear positively from you

Warm regards

Lakshmy Manohar

[HRD](#)

OEN INDIA Ltd

Contact No: 0484-3053718

SSET <sset@scmsgroup.org>
To: HRD OEN <hrd@oenindia.com>

Sat, Apr 27, 2019 at 3:11 PM

Dear Madam,

Thanks for the mail. The resume of interested students will be mailed to you soon. Meanwhile, kindly let us know the CTC provided to freshers for the post by your esteemed organization and details of selection process.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: HRD OEN <hrd@oenindia.com>

Tue, Apr 30, 2019 at 2:08 PM

Dear Madam,

As per the mail attached herewith the resume of interested ME. EEE, ECE students for the recruitment drive to be conducted by your esteemed organization . Meanwhile, kindly let us know the CTC provided to freshers and details of selection process.

We are happy to host the process at our campus at any convenient date. Kindly confirm further details.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582



sset last name <sset@scmsgroup.org>

Candidates shortlisted - Graduate Apprentice Trainee

4 messages

HRD OEN <hrd@oenindia.com>
To: SSET <sset@scmsgroup.org>
Cc: Joe Jose <jj@oenindia.com>

Fri, May 24, 2019 at 10:31 AM

Dear Sir

We hereby inform you that, the following candidates have been shortlisted in the interview conducted on 15th & 16th May, 2019.

1. Aiswarya Shaji
2. Shwetha Mary Sam

Kindly intimate the candidates accordingly.

We will finalize the details by 30th May, Thursday

Warm Regards

Lakshmy Manohar

O/E/N India Limited

From: SSET [mailto:sset@scmsgroup.org]
Sent: Tuesday, May 14, 2019 2:30 PM
To: HRD OEN
Subject: Re: FW: Recruitment - Graduate Engineer Trainee

Noted.

On Tue, May 14, 2019 at 2:03 PM HRD OEN <hrd@oenindia.com> wrote:

Dear Sir

Sorry for the inconvenience. Due to the hectic schedule we have made some changes in the dates and time of some candidate's interview. We would be conducting interviews both on 15th & 16th May 2019 (Wednesday & Thursday). Find below the new schedule:

Name	Date	Time slot
Shwetha Mary Sam	15th May	9.15 am
Anand Krishna J	15th May	9.15 am
Krishnaja K	15th May	10.30 am
Aiswarya Shaji	15th May	1.15 pm
Gopikrishnan S	16th May	9.15 am
Risvan T M	16th May	10.30 am

Warm regards,

Lakshmy Manohar

HRD

O/E/N India Limited

From: SSET [mailto:sset@scmsgroup.org]
Sent: Tuesday, May 14, 2019 11:57 AM
To: HRD OEN
Cc: Varun Menon G
Subject: Re: FW: Recruitment - Graduate Engineer Trainee

Dear Madam,

Thanks for the schedule and our shortlisted candidates will report as per the same.

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

O/E/N India Limited

REGD. OFFICE : VYTTILA P.B. NO. 1952, COCHIN-682 019, KERALA, INDIA

PHONE : (0484) 2301132, 2303709, 2302483 & 3014120

FAX : (0484) 2302287, 2302211

CIN : U31200KL1968PLC002169

E-Mail : sales@oenindia.com, Website : www.oenindia.com

FACTORY : ELECTROGIRI, P. B. No. 1, MULANTHURUTHY - 682 314, VIA COCHIN, INDIA

PHONE : (0484) 3053600, 2711321 to 2711328 FAX : (0484) 2711891

OUR REF: MNG/673

13th July, 2019

YOUR REF:

Ms. Shwetha Mary Sam,
Plamnotil House,
Karuvatta,
Adoor P O,
Pathanamthitta- 691 523

Dear Madam,

Position – Graduate Apprentice Trainee

We refer to your application seeking training in the Company and the interview you had with us on 15th May, 2019. We are pleased to appoint you as "Graduate Apprentice Trainee" on the following terms & conditions:-

1. You will have to undergo training for a period of one year from 15th July, 2019, which may be extended or reduced depending upon the progress you show in the training.
2. During the training period you will be given a consolidated monthly stipend of Rs.21,000/-.
3. The place of training will be initially in the Factory at Mulanthuruthy-682 314 Kerala State or in any of its associate organisations/new projects. You should be prepared to undergo training and work at any place in India, directed by the company.
4. The progress of your training will be evaluated every three months and if found unsatisfactory your training will be terminated forthwith. Even otherwise company reserves the right to terminate the training without assigning any reason and without notice. You will also have the option to terminate your employment by giving one month's notice in writing to the company, provided you settle all dues to the company.
5. You are expected to undergo training, work and gain hands on experience on operational and functional aspects of the processes and machines of the department assigned to you. You should also assist the shift-in-charge to organize and supervise the shift working of the department and related functions.
6. Your services as a trainee will be governed by the rules in force from time to time.



.....2/-

An ISO 9001 : 2015 & IATF 16949 : 2016, ISO 14001 : 2004, OHSAS-18001:2007 Company

GEN 203/00-12/5000

7. You are required to complete the training and serve the company for a period of 18 months from the date of completion of training for which you have to give adequate guarantee/execute an agreement. You will be required to repay 50% of the consolidated allowance you received, to the company, if you fail to complete the training. Similarly if you fail to serve the company for 18 months after completion of training, you will have to pay Rs.75,000/- as training expenses and compensation to the company. Your training and further employment will be governed by the agreement you have signed with the company.
8. Your confirmation of services in the company would be based on your performance, aptitude and attitude during the training period. On successful completion of training, if you are found suitable, you will be appointed to a suitable position by a fresh appointment order, in the company or in any of its associate organisations or new projects promoted by us subject to your medical fitness certified by company doctor. The posting can be anywhere in India.
9. You will have to make your own arrangements for accommodation and transportation to and from the place of work or the place of your training. Since you may also be required to undergo training/job in day and night shifts as and when required, your residential facility should be at a place easily accessible to your place of training/job.
10. This appointment order is issued subject to you being found medically fit in the medical examination conducted by the doctor named by the company. Your continuation in service will always be subject to you being found fit in the periodical medical examinations.
11. You should produce the following documents/certificates while joining duty.
 - a. Certificates of educational qualifications and proof of age in original along with a photocopy.
 - b. Documents proving Identity, residence address (Voter's Identity Card, Driving Licence, Passport, Aadhar Card etc.) in original along with photocopy.
 - c. Two passport size and two stamp size photographs.
 - d. Reference certificates in original from two local persons of status
 - e. Relieving order from last employer.

We are sending this letter in duplicate. If you accept the terms and conditions mentioned herein, please sign and return the duplicate copy as token of your acceptance of the terms and join for training at 8.30 A.M. on 15th July, 2019 at the Factory at Mulanthuruthy - 682 314.

We hope that your training and employment with us will be mutually satisfying.

We wish you well.

Yours faithfully,
For O/E/N INDIA LIMITED



(PAMELA ANNA MATHEW)
MANAGING DIRECTOR



JJ:krs



sset last name <sset@scmsgroup.org>

Campus Recruitment Programme (Engineering Institutes) - Probationary Officers

1 message

Careers <careers@sib.co.in>
To: sset@scmsgroup.org

Mon, Dec 17, 2018 at 6:02 PM

Dear Sir/Madam,

Greetings from The South Indian Bank Ltd.!!

With respect to the Campus Recruitment of Probationary Officers, please find the attached letter and the excel sheet format for your perusal.

Candidates who are completing their B.E / B.Tech in the **academic year 2018-19** from your institution who are meeting the stipulated eligibility criteria are only eligible to apply.

Percentage conversion certificate to be provided by the institution if grading (CGPA/ SGPA/ OGPA) system is followed.

Kindly forward the excel sheet with the details of the interested candidates on or before **31-12-2018**.

Yours faithfully,

Human Resource Development

HO - Personnel Department

(An ISO 9001:2015 Certified Department)

The South Indian Bank Ltd.

SIB House, Mission Quarters

Landline: 0487-2420020

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2 attachments**Annexure_Engineering Institutes.xls**
30K**SCMS School of Engineering and Technology.pdf**
178K



sset last name <sset@scmsgroup.org>

Fwd: Campus Recruitment of Probationary Officer in Scale I

1 message

Anjala Khan <anjalakhan98@gmail.com>

Mon, Sep 2, 2019 at 12:04 PM

To: SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: **CAREERS** <careers@sib.co.in>

Date: Sat, 31 Aug 2019, 6:20 pm

Subject: Campus Recruitment of Probationary Officer in Scale I

To: <anjalakhan98@gmail.com>

Dear Ms. ANJALA KHAN M.N.,

We would like to formally inform that you were placed in the waitlist for the campus recruitment of Probationary Officers in Scale I Cadre.

Now, we offer you provisional selection for the post of Probationary Officer at South Indian Bank, subject to meeting the prescribed qualification/criteria (mentioned below) and submission of original certificates and mark lists. In case it is later found that you are not possessing the below mentioned qualification/criteria at the time of your joining, the provisional selection will stand nullified.

-

- X & XII : 60% or above
- Graduation : Should have passed all years/semesters of B.E/ B.Tech securing 60% and above marks in first chance.
- Age Criteria : Maximum age limit is 23 years as on 31.12.2018.

Further, you may submit a declaration in the attached format and forward the same to careers@sib.co.in on or before **03.09.2019** along with the following:

- Recent photograph in **professional attire** as per the specifications mentioned below
 - ✓ Taken in a studio with white background
 - ✓ JPEG format (.jpg)
 - ✓ Width - 378 pixel , Height - 437 pixel
 - ✓ Resolution – 300 per sq inch
 - ✓ File Size – should not exceed 200 KB
- Copy of the Seventh and Eighth semester mark lists.
- Copy of the Provisional/Degree Certificate.

You are also advised to complete the following pre-joining formalities and send the scanned copy of the documents **on or before 09.09.2019**.

1. Police Verification Certificate (format attached) obtained from the Police Station having jurisdiction over your Residential/Permanent address.
2. 4 page Medical Fitness Certificate (format attached). Though medical/ lab reports from private Hospitals are accepted, **Medical fitness certificate** from private hospitals will not be accepted.
3. A proof /certificate of Salary/Income of your parents & other earning members of your family from the concerned authorities.
4. Two character certificates addressed to the Bank from two respectable persons of your place (such as: Principal of college/school, local MLA/MP, local body members, gazetted officers, preferably in their letter pad with official seal.). **Character Certificates referring only to your academic period shall not be accepted.**

Offer Letter intimating the Date and Venue of the Induction Training Programme and other details of employment will be sent in due course.

Yours faithfully,

Talent Acquisition Team
Human Resources Department
(An ISO 9001:2015 Certified Department)
The South Indian Bank Ltd.
SIB House, Mission Quarters
Landline: 0487-2436652/ 53

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3 attachments



Declaration_Engineering.pdf

12K



Medical.pdf

157K



Police Verification.pdf

58K

MS. ANJALA KHAN M.N.**D/o Mr. NOORULLA KHAN M P****3/116A, MUKALEL****THEJUS NAGAR, KALAMASSERY P O****ERNAKULAM DIST****PIN-683104**

Dear MS. ANJALA KHAN M.N.,

SUB: OFFER FOR APPOINTMENT IN THE BANK AS PROBATIONARY OFFICER

We are glad to inform you that you have come out successful in the Online Test, Group Discussion and Personal Interview held for the recruitment of Probationary Officers. In this regard, we have pleasure in inviting you for an induction training programme. You are therefore advised to report on **13.10.2019 before 06:00 PM** for completion of the joining formalities & residential induction training programme at your own expense at:

**MANIPAL ACADEMY OF BANKING
SURVEY NO. 36, CHOKKANAHALLI,
HEGDE NAGAR, THANISANDRA MAIN ROAD,
JAKKUR POST, BANGALORE NORTH, BANGALORE – 560064
(LANDMARK: NEAR DIANA COLLEGE/ BHARTI CITY)
TEL:080-66021000**

The duration of the programme will be **3 Weeks** from **14.10.2019 to 02.11.2019**. Your accommodation is arranged from **13.10.2019**. In case you do not report for the induction training programme, your selection for the post of Probationary Officer will stand nullified and your name will be removed from the list.

Submission of original documents/ credentials

You are required to produce the following while reporting, on failure of which the offer given to you will be treated as withdrawn.

- a) Your educational qualification certificates and mark lists in original (Xth std onwards up to final year B.E/ B.Tech mark-lists, semester mark cards & certificates) along with one self-attested xerox copy thereof. You have to keep with you the attested copies of original certificates. The original certificates will be returned to you normally on your completion of 3 years of active service in the Bank.
- b) Your SSLC/ Matriculation/ Higher Secondary Certificate for verifying the date of birth along with one self-attested xerox copy of the respective page showing the date of birth.
- c) Relieving certificate from your present/previous employer, if you are/were employed.
- d) Three latest passport size photographs.
- e) A proof/ certificate of Salary/Income of your parents & other earning members of your family from the concerned authorities.
- f) Two character certificates addressed to the Bank from two respectable persons of your place.
- g) PAN Card, if available along with xerox copy (original will be returned after verification). In case you have no PAN Card at present immediate arrangements are to be made to get the PAN Card and to submit the same before **14.11.2019**.

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h) AADHAAR card with xerox copy (original will be returned after verification) along with any one of the Photo ID proofs such as Voters ID/Driving License/Passport etc. with a xerox copy. (original will be returned after verification).

i) SC/ST candidates should produce caste certificate issued by a competent authority along with a self-attested xerox copy thereof.

j) Police Verification Certificate obtained from the Police Station having jurisdiction over your Residential/ Permanent address.

k) Statement about your medical history and a certificate of fitness for employment in the Bank from a doctor not below the rank of Civil Surgeon/ Chief Medical Officer of a Government Hospital. You are also required to produce all the medical reports, lab reports, ECG etc along with medical fitness certificate without fail. **Medical fitness certificate from private hospitals will not be accepted.**

If it is later found that, you have made concealment of facts/reported false details in the Personal Statement form/ any other document/ certificate, you will be liable for termination from service without further notice. The medical reports/ fitness certificates submitted by you are liable to be re-examined or scrutinised by the Bank's Doctor at Bank's discretion and your appointment in the Bank is subject to your medical fitness for employment in the Bank as assessed by the Bank's Doctor. You will be required to undergo medical examination by the Doctor of Bank's choice, in case the doctor insists for a detailed medical examination, after analyzing the medical reports submitted by you.

It shall be distinctly understood that this offer of appointment is subject to your medical fitness, your passing with the prescribed qualification/ criteria (mentioned below), submission of original documents/ credentials and satisfactory background verification.

Also be informed that original certificates and mark sheets which are yet to be received from the university has to be submitted on or before **31.03.2020** failing which your appointment will be terminated. In case it is later found that you are not possessing the below mentioned qualification/criteria, you will be terminated from the service without prior notice.

Prescribed qualification/criteria:

1. Age should not be more than 23 years as on 31.12.2018.
2. Should have secured a minimum of 60% marks in X and XII.
3. Should have cleared all semester/ year of B.E/ B.Tech in first attempt with minimum 60% marks in each semester/year. (Also required to pass the remaining semester/year with minimum 60% marks).

Also please note that if any information already submitted by you is found to be false or untrue or if any material information is suppressed, your service is liable to be terminated.

Execution of Bond

As per the terms and conditions of appointment, you have to execute an agreement to the effect that you will serve the Bank for a minimum period of Three (3) years (active service) from the date of your joining the Bank. In case you leave the service of the Bank before the expiry of the said period, a sum of Rs. 1,50,000/- (Rupees One Lakh Fifty Thousand only) will have to be paid towards expenses incurred by the Bank for recruitment, imparting training (both in house and external training including on the job training), compensation / liquidated damages on account of loss of opportunity for the Bank from deriving anticipated benefits out of the recruitment process, etc.

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Apart from above, if you leave or discontinue your service in the Bank without giving notice of three months (continuous service without leave), you will have to pay three months Pay & Allowance, in lieu of the notice period.

Salary Package

You will be paid salary/allowances applicable to Probationary Officers (Scale I) in the Scale of Pay Rs. 23700-980/7- 30560-1145/2- 32850- 1310/7- 42020.

Basic pay	: Rs. 23,700/-
DA	: As per IBA pattern. Currently 68.10 % of Basic Pay (September 2019)
Special Allowance	: 7.75% of Basic Pay
<u>HRA*</u>	
Rented Accommodation	: Rs.5,250/- to Rs.15,600/- (Depending upon the place of posting)*
Or	
Fixed HRA	: Minimum 7 % of Basic Pay and Maximum 9 % of Basic Pay
CCA*	: Maximum Rs. 870/-
Hill & Fuel Allowance*	: Maximum Rs. 2000/-

*As applicable & varies according to the place of posting

Apart from the above, you are also eligible for the annual medical aid and monthly reimbursement of the cost of newspaper, fixed conveyance allowance, entertainment allowance, etc as per the applicable rates.

Fresh sanction to be obtained for Rented HRA/Fixed HRA/ Fixed Conveyance.

You will be governed by the “Defined Contributory Pension Scheme” in terms of the Bipartite settlement and amendments thereon from time to time. The said Pension Scheme will be as per the provisions of the New Pension System under Pension Fund Regulatory and Development Authority. 10% of (Basic Pay +D.A) will be deducted monthly from the salary towards the Pension Fund. An equal amount will be contributed by the Bank.

Employee Training & Development

1. You will be trained on the job during probation period, wherein you will be posted in three different branches in the first year (four months each). During this tenure, you will have to do project works specific to the job role given at the place of posting.
2. During the second year of probation you will be posted at a branch or department as per the requirement of the bank.
3. As a part of continuous employee training and evaluation, you need to attempt 20 modules of the e-learning test conducted by Bank’s Staff Training College during your probation. You are required to score a minimum of 60% marks in each module and an aggregate of 70% marks for all the 20 modules put together before getting confirmed in the service of the Bank. The marks scored in these tests will also be taken in to consideration for your confirmation.

The detailed modalities of the project work and e-learning test will be informed to you during the joining formalities.

You will have to report at the initial place of posting immediately after the completion of the induction training programme.

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Please note that you are liable for transfer anywhere in India at the sole discretion of the Bank and also note that you will not be eligible for placing transfer request on any grounds during your probation period. On receipt of this offer letter, you are requested to confirm your participation for the induction training programme to the below mentioned e-mail address on or before **09.10.2019**, failing which the offer given to you will be treated as withdrawn.

E-mail: careers@sib.co.in

We hope this will be the beginning of a long and rewarding career with us.

With Best Wishes,

Yours faithfully,



Deputy

General


Manager

Dear Participant,

Manipal Global Education Services welcomes you to the Training Programme at Manipal Global Academy of BFSI. We wish you the very best and request you to read through the below details ahead of your joining.


Program start date: 14th October 2019
Program end date: 2nd November 2019


Participants can arrive at venue by: 13th October 2019 (to report to the hostel directly refer hostel facilities)


Academy address	
	Manipal Academy of Banking Survey No.36/1 – Chokanahalli Jakkur Post- Off Thannisandra Road Bangalore – 560 064 (near Regal Hospital / Bharathiya City Road) Academy Location Pin : Manipal Academy of BFSI


How to reach

From	Apprx Distance	Bus routes	Apprx Auto fare	Apprx Taxi fare
City Rly Station/ Majestic Bus station	20 kms	1)Direct- Route 291 J 2)Via- Route 129 to Shivaji Nagar & 290 E from Shivaji Nagar	Rs 350	Rs 600 (Fast Track counters available in station for Taxi) Prepaid counters for Auto available in station.
Kempe Gowda Airport (Bangalore International Airport)	25 kms	Airport Bus upto Kogilur Cross/ Byatarayanapura cross and then by Auto	Not available from Airport. Rs 150/- from the connection points	Rs 700 from Airport to Campus (Take Airport Taxi from the entrance)

Point of contact			
	Mr Ravikiran	Manager, Infra & Delivery Services	9611101641
	Mr Hariharan	Sr.Manager, Planning & Coordination	9591892640
	Mr Ismail	Campus-Incharge	9740170918

IMPORTANT : Please bring following documents	
	For MAGE Registration 2 copies of the following documents Offer letter from the institution Aadhaar or PAN card 2 passport size photos

Dress Code	
	Monday – Saturday Formal Shirt & Trousers and shoes – Men Formal/ semi-formal Indian or Western Attire -Women

Items to be brought by Participant (advisable)	
	Small locks for cupboard & study table Shirt & Trouser hangers Personal medicines Personal torch and hygiene items (towels, soap, comb, toothbrush, shoe polish, etc.)



Hostel Facilities

SERVICES AND FACILITIES

Non AC rooms on twin sharing basis
24 / 7 – warden and security
Hot water – Geysers
Mattress and surface bed linen
Study Table and chair
Doctor on Call / At Site
Ambulance
ATM

Hostel Address : Daffodils Apartments, Garden Estate, Jakkur Plantations,
Bellary Road, Yelahanka, Bangalore- 64

Contact person at Hostel : Mr Lakshminarayanan – Mob : 7026705339

For Boys - D1 Block / For Girls - D2 Block Location Pin : [Daffodils location pin](#)

How to reach the Hostel from Railway Station / Airport

From	Apprx. Distance	Bus routes	Apprx Auto fare	Apprx Taxi fare
City Rly Station/Majestic Bus station	15kms	1)Direct- Route Nos 280/281/284/285/298 Stop : Allasandra Gate Via- Route 129 to Shivaji Nagar & 402/G9 from Shivaji Nagar	Rs 250	Rs 400 (Fast Track/OLA counters available in station for Taxi) Prepaid counters for Auto available in station.
Kempe Gowda Airport	25kms	Airport Bus Bus stop- Allasandra Gate	Not available from Airport.	Rs 500 from Airport to Hostel+ Toll (Take Airport Taxi from the entrance not from inside the airport)

Do's and Don'ts

DO's

Formal Dress during Training Session.
Ladies have to be inside Hostel before 7.30pm and Gents before 9.30pm.
All are expected to be properly dressed before they come out of their hostel rooms.
When leaving their rooms the residents must switch off all lights, fans and water taps.
Suggestions / feedback / complaints should be logged in Complaint Registers.
Birthday celebrations to be done in designated area in food court before 8pm with Warden's permission.
Participant has to sign Night Attendance Register before 9.30pm.
During the day, they have to mention their movement in Day Attendance Register.
Any absence from the hostel at night must be with the specific permission of the HOD / Warden.
Participants are advised to keep valuables or jewellery locked in cupboards. Management will not be responsible for loss of any valuables.
In case fellow roommate is absent from the room, is sick, or not going to Class, the same should be reported to the Warden.
Participants should lock the room and deposit the key to the security guard of the hostel while leaving the hostel.

DON'Ts

Consumption of alcohol, cigarettes, tobacco, banned substances and chewing gum is strictly prohibited in the Hostel.
Coming to Hostel after consumption of alcohol etc. is not permitted.
Outside food is not permitted.
Playing of loud music /cards and disturbing other Participants is not permitted.
Participants are not permitted to remain in Hostel Room during academy hours without permission from Bank / HOD.
Participant is not permitted to use electrical equipment in the hostel room (iron box, electrical kettle etc.)

Note: The Participants to sign off the written undertaking at the time of Hostel admission

DOs &
DONT's



October 14th, 2019

To,

Gnana Suriya S

Grace Bhavan (H)

New Bazaar, Near Lamp house

M O Ward, Alappuzha

SUB: EMPLOYMENT OFFER LETTER

Dear Gnana Suriya,

Congratulations!! You have been selected as Site Engineer - Electrical for Telenova Networks Pvt Ltd. This is with reference to your application for employment dated 4th October, 2019, and subsequent interview.

The details of the offer are outlined below:

Job Title : Site Engineer - Electrical
Working Days : 6 days a week
Monthly Salary : 8500/- Rs per month

*3month probationary period

Office Location : Kakkanad
Latest Date of commencement of work: 16th October, 2019
Latest Date for acceptance of this offer: 14th October, 2019
Notice Period : 60 days

This offer letter is subject to your acceptance of the Telenova Networks Employment Agreement which will be made available to you prior to your joining date.

Please sign and return a duplicate copy of this letter as a token of your acceptance.

HR
Telenova networks

I accept this

Mr. Gnana Suriya S

Signature :

Place :

Date :



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment Program 2019 Confirmation

6 messages

Sonu Jose <sonu.jose@infosys.com>

Tue, Sep 18, 2018 at 1:54 PM

To: "Sahadevan R." <Sahadevan@scmsgroup.org>, SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>



Dear Prof. Sahadevan,

Greetings from Infosys!

We are entering into yet another exciting season of campus recruitment and we are elated you have chosen to partner with us this year. In continuation to our earlier email and discussions we are pleased to confirm our presence at your institute on **10th and 11th October 2018** for campus recruitment as a **Day 1 exclusive** company.

Please find below the schedule for the event,

Activity	Duration	No. of Questions
Day 1		
Company PPT and Q&A session	60 mins	NA
Online registration	10 mins	NA
Test-Section I/Arithmetic Reasoning and Analytical Thinking	25 mins	15 questions
Test-Section II/ Mathematical critical thinking and Logical reasoning	35 mins	10 questions
Test Section III/Test of communicative English	35 mins	40 questions
Day 2		
Interview(s)	As per schedule shared on Day 1	

Since the test process would be an online assessment we require your system details as per the attached format. Kindly share this '**System Information Sheet**' by **25-September-2018**. Also find attached the '**Student details sheet**' in which the data of eligible students is to be shared by **30-September-2018**. Kindly refer to the eligibility document shared with you through our earlier email.

Please share the attached '**Important Instructions to Students**' and '**Scholastic Average Sheet**' with the eligible candidates and communicate to them to adhere to the recommended time lines. The students need to carry a hand filled hard copy of the "Scholastic

Average Sheet" on the day of the test process.

Kindly note: The processes are system driven, hence any changes or additions post the cutoff date shall not be entertained.

Look forward to a very fruitful association with your institute this year!

Regards,





Sonu Jose

Talent Acquisition – Infosys Limited



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4 attachments





-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: "Mahendra K.S." <mahendra@scmsgroup.org>

Wed, Sep 19, 2018 at 10:27 AM

[Quoted text hidden]

4 attachments

-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: Sonu Jose <sonu.jose@infosys.com>
Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>

Mon, Sep 24, 2018 at 2:54 PM

Dear Sir,

Thanks for the confirmation of Infosys recruitment drive on **10th and 11th October 2018** as Day1 exclusive company. As per the mail, I am attaching herewith the filled System Information Sheet for your kind reference.

Regards

Mr. Mahendra K. S.
Placement Officer
SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450330



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment : Selected Candidates

1 message

SSET <sset@scmsgroup.org>

Fri, Oct 12, 2018 at 11:55 AM

Bcc: Jayesh Red <jayeshred20@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, adarsh sisi tk Ashi <adarshsasi@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, althafashruf997@gmail.com, amalnambar97@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand Anil <anandanil1997@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, apu joseph <apujoseph55@gmail.com>, aravindsabu5453@gmail.com, Aravind Uday <aravind.uday97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun krishna <arjunkrishna288@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswinpushkar@gmail.com, aswin chand <ppaswinlatha@gmail.com>, athuljyothis18@gmail.com, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, vpoyil@yahoo.co.in, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, bonny thomas <bonnythomask@gmail.com>, Clement Davis <clement.davis56@gmail.com>, Dany VA <danyvadassery@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, eby paulachan <ebypaulachan6413@gmail.com>, emmanuel joy <emmanuelJoy11@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, gauthamkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Gokul Anil <gokulanil48@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Haresh ps <hareshps418@gmail.com>, "Hari govind .a" <harimadhavam10@gmail.com>, iguzz creations <ignaciouscherian123@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, JEFFREY SHAJI <jeffreyshaji1997@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, jithild@gmail.com, Jithin Joseph <jithin7797@gmail.com>, joel antony <joelantonyalbert@gmail.com>, John Zachariah <johnzach96@gmail.com>, joseph sabu <josephsabu360@gmail.com>, joswin m o <joswinmo44@gmail.com>, jussaim007@gmail.com, maheshchandrababu97@gmail.com, Arunjith Kr <arunvi67@gmail.com>, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni Menon <krishnanunni.n.menon@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, Luke Dennis <lukedennis007@gmail.com>, manumohan0173@gmail.com, Mohammed Sahal <mohammedsahal356@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Nandagopal MNair <nandagopalnmair7@gmail.com>, nandhusanthosh22@gmail.com, Naveen Gopalakrishnan <naveengoploo@gmail.com>, Neil Jacob Abraham <neiljacobraham@gmail.com>, Nigal Paul <nigalpaul61@gmail.com>, NIKHIL GEORGE <nikhilpopzgeorge@gmail.com>, nikhil George <nikhilmgeorge@gmail.com>, NITHIN KV <nithinkarurussi@gmail.com>, Nithin Raveendran <nithinraveendrann@gmail.com>, aravindba50@gmail.com, Raghav Sunil <raghavsunil.sachu@gmail.com>, Rahulk Pankajakshan <rahulkpankajakshan@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Rojin Jose <rojinjose282@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajith m p <sajithmp97@gmail.com>, Sanjay Mathew <sanjaymathew83@gmail.com>, Saul Joy <saul12joy@gmail.com>, Sebastian Jacob <sebjak459@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, Shawn Thomas George <shawnthomas97@gmail.com>, shifashameed16@gmail.com, Shreeram Raghupathy <shreeramcbe@gmail.com>, sreejith.r@live.com, Thoppil Sreejith <tsreejith999@gmail.com>, ts sreejith <sreejithoknow@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, thomas.joji@outlook.com, "THOMSON N.K" <thomsonnmkeloor@gmail.com>, Rahul Vinod <rahulvi1987@gmail.com>, Hari Krishnan <harikrishnan910@gmail.com>, j.vaisu97@gmail.com, Varun Jain <vjkhersingh@gmail.com>, VIMAL RANJEEV <vimalranjeev9@gmail.com>, Vivek K Sunil <vivekksunil100@gmail.com>, vysakksreenivas@gmail.com, abhay krishnan <abi007krishnan@gmail.com>, "ABHIJITH .V" <abhijithv575@gmail.com>, archeroono Gaming <girarcus@gmail.com>, allrounder sport <abhinandtheallrounder@gmail.com>, Abind Krishna <abindkrishna47@gmail.com>, Ajith Sankar <ajithsankar90@gmail.com>, ALAN ANTO <alananto1997@gmail.com>, albinmp4@gmail.com, allenmathews@rediff.com, Ambady Anil <ambadyanil007@gmail.com>, ANAND KC <anand.appu321@gmail.com>, Athul Ashok <athulashok300696@gmail.com>, Ayoob Ameen <ayoobameenpukodaly@gmail.com>, AZHAR IBRAHIM <azharrockz786@gmail.com>, "Ben k.s" <benchlsea@gmail.com>, Bijil Babu <bijilbabu470@gmail.com>, Chandra Prakash <chandraprakashplr@gmail.com>, charukesh pm <pmcharukesh@gmail.com>, "devakrishna c.premji" <devakrishnac@gmail.com>, Godfrin Dual <godfrindualj@gmail.com>, Hashim Hamza <hashimblackkp96@gmail.com>, Jayakrishnan B <jayakrishna50@gmail.com>, jayakrishnan.jkb@gmail.com, joyjithin244@gmail.com, Karthik Ramanathan <karthikramanath96@gmail.com>, Krishna Vini <krishvini1309@gmail.com>, Leo Swithin <leoswithin710@gmail.com>, Rohith M <rohithm26@gmail.com>, MOHAMMED AZIL <azilerattakulam@gmail.com>, Mohammed Shahinsha <shahinsha96@gmail.com>, Sachin George <sachingeorge97@gmail.com>, ROSHAN JOHN MATHEW <rjm77255277cw@gmail.com>, sachin ks <777sachinks@gmail.com>, s_santhanu@ymail.com, Jhonson

Sl No	Name	Email ID
1	Santhanu S Nair	s_santhanu@ymail.com
2	Anand Lokanath	anandlokanath123@gmail.com
3	Anne Jacob	annejacobkunnumpurath@gmail.com
4	Aswin Balachandran	aswin456@gmail.com
5	Devika S	devuolavaipu@gmail.com
6	FAHMIN FIROZ	firozfahmin@gmail.com
7	Gayathri V Marar	gaya3viswanath@gmail.com
8	Greety C Maria	greetyc@gmail.com
9	Jiya Joy	jiyajoy397@gmail.com
10	Mariya Roy	mariyaroy21@gmail.com
11	Rahendhu Haridas	rahendhuhari9@gmail.com
12	Roshni Pavithran	roshnipavithran9@gmail.com
13	Shanaraj V K	iamshanashan@gmail.com
14	Sunairah Syed Mahin	sunairah96@gmail.com
15	Tina Maria Kurian	mtinu12@gmail.com
16	Alisha K Thomas	ca-521@scmsgroup.org
17	Amal Jaison	amaljaison.k@gmail.com
18	Amalu Prem	amalupremc@gmail.com
19	Anamika T S	ca-520@scmsgroup.org
20	Anu Jeevan	anujeevan19@gmail.com
21	Ayana Lalan K	ca-524@scmsgroup.org
22	Dheesha O K	jdeeshaprakash@gmail.com
23	Aarathy Menon	aarathymenon21@gmail.com
24	Aditya Hari	adityahari96@gmail.com
25	Aiswarya K	aiswarya414@gmail.com
26	Ajay Paul	a4ajay619@gmail.com
27	Akamksha Mohandas	akamksha222@gmail.com
28	Alen Joseph Benny	alenjbenny24@gmail.com
29	Alina Job	alinajob97@gmail.com
30	Aswathi N Kutty	aswathink1997@gmail.com
31	Athira S Menon	menonsathira@gmail.com
32	Ayisha Jalal	ayishajalal97@gmail.com
33	Ayisha Safrin	ayishasafrinp@gmail.com
34	Deepthi V S	deepthyworld@gmail.com
35	Dennis Kuruvilla	denniskuruvilla777@gmail.com
36	Devanand P	devanannd@gmail.com
37	Divya S Anand	divyasanand.22@gmail.com
38	Donna Maria Spencer	donna.spencer95@gmail.com
39	Godvin Poullose	godvinpoullose2@gmail.com
40	Gopika Prakash	gopikaparakash09@gmail.com
41	Gopika Raj	raj.gopika97@gmail.com
42	Harikrishnan D	hari555.hd@gmail.com
43	Harita Ranjit	harita.ranjit@yahoo.com
44	Hawas Alakkal Musthafa	hawasmusthafa@gmail.com
45	Ijas A H	ijas.ah96@gmail.com
46	K S Keerthi	keerthi.s.geet@gmail.com

47	Karthika K Nair	nairkarthika238@gmail.com
48	Kavya Bharathan	kavyasakb@gmail.com
49	Malavika Prakash	malavikapraakashkumar@gmail.com
50	Maria .	mariatoffee@yahoo.in
51	Misna Ali	misna123@gmail.com
52	Neil Dianitius	neildiny@gmail.com
53	Nidhi O R	nidhirajeev2015@gmail.com
54	Razmil Minhaj	razmilminhaj007@gmail.com
55	Renjima E Rajan	renjimaerajan@gmail.com
56	Riya Samuel	riyavsamuel@gmail.com
57	Rose Mary Poly	rosemariypoly777@gmail.com
58	Sachin P	sachin.puthiyaparamban@gmail.com
59	Sajna Sajeev	sajna399@gmail.com
60	Samal Muhammed	samalsunil0@gmail.com
61	Sarath M R	sarath6306@gmail.com
62	Shahsad Abdullah	shahsad1995@gmail.com
63	Sharath Srikumar Nair	sharath_nair@outlook.com
64	Sidharth V	sidharth.v.mtr@gmail.com
65	Smitha Sunny	sinnansunny97@gmail.com
66	Sreedath P S	sreedathps19@gmail.com
67	Sreelakshmi R Raju	sreelakshmilachus271097@gmail.com
68	Sudhiesh Kumar	sudheeshxyril08@gmail.com
69	Swetha K P	swethasurendran02@gmail.com
70	Vishnu C	vishnu080797@gmail.com
71	Vishnu Vijayakumar	vishnu7197@gmail.com
72	Vismaya Bhaskaran	vismayabhaskaran97@gmail.com
73	Vyshanavi R	achumambrol@gmail.com
74	Zerene Anwar	zerene999@gmail.com
75	Amrutha Anilkumar	amruthaanilkumar24@gmail.com
76	Angelina Teresa	angelinateresa79@gmail.com
77	Anjaly Antony	anjalyantony97@gmail.com
78	Arjun K Ajayan	arjunkajayan1997@gmail.com
79	Darsana K C	darsanakc@gmail.com
80	Ganesh M Nair	nairganesh98@gmail.com
81	Harsha Pradeep	hp46985@gmail.com
82	Hridhya Jolly K	hridhya97@gmail.com
83	Jyothika S Philip	jyothikasphilip@gmail.com
84	Kajal Sathian	kajalsathyan@gmail.com
85	Krishna R Kumar	krishnapavizham35@yahoo.com
86	Krishna Sudheer C	krishnasudheer006@gmail.com
87	Mohitha Thampy	mohithathampy@gmail.com
88	Nivedita B	niveditakarar@gmail.com
89	SACHIN FRANCIS	sachinfrancis212@gmail.com
90	Sadhiya E M	sadhiyaem@gmail.com
91	Sarath S	sarathsmailbox1997@gmail.com
92	Shwetha Mary Sam	shwethamary123@gmail.com
93	Surya Joseph	suryaj9128@gmail.com

94	Akhila Anil	akhilaanilseven@gmail.com
95	Akhilnath K A	akhilnathka303@gmail.com
96	Amal Johnson	amaljohnsonkannampuzha@gmail.com
97	Anand M C	anandmatheth@gmail.com
98	Anjala Khan M N	anjalakhan98@gmail.com
99	Aparna Ajayakumar	aparnaakumartp@gmail.com
100	Fathima S	fathimashajahan319@gmail.com
101	Irene G Alapatt	irenegalapatt@gmail.com
102	Jyothi Krishna M V	jyothikmv@gmail.com
103	Sabeena Sandra	sandrasaval11@gmail.com
104	Sanjay Krishna T S	sanjaykrishnats@gmail.com
105	Sanju Bhaskar K S	sanjusindhuraj@gmail.com
106	Manju Chandran	manjuchandran36@gmail.com
107	Raafath Abdul Kadar	akraafath@gmail.com
108	A J Jayesh	jayeshred20@gmail.com
109	Aashik Salim	aashiksalim97@gmail.com
110	Akhil K M	km.akhil005@gmail.com
111	Alfred Lonappan Pidiyath	alfred.281997@gmail.com
112	Anand Anil Nair	anand.uthram@gmail.com
113	Anil Manjaly Anto	anilanto007@gmail.com
114	Aswin C	aswin4054@gmail.com
115	Fredy C Jose	fredycheerakathil@gmail.com
116	Gopikrishnan S	gopikrishnanshaji@gmail.com
117	John Zachariah	johnzach96@gmail.com
118	Kurian Paul	kurianpaul10@gmail.com
119	Kurumpolil Mahesh Chandra Babu	maheshchandrababu97@gmail.com
120	Manu Mohan	manumohan0173@gmail.com
121	Naveen Gopalakrishnan	naveengoploo@gmail.com
122	Rahul Ramesh Menon	rahulrmenon1996@gmail.com
123	Risvan T M	risvantmajeed.17@gmail.com
124	Rithesh K Thomas	ritheshkthomas@gmail.com
125	Robin Sebastian	sebastianrobin543@gmail.com
126	Sajith M P	sajithmp97@gmail.com
127	Saul Joy	saul12joy@gmail.com
128	SHREERAM RAGHUPATHY	shreeramcbe@gmail.com
129	Thomas George	thomas.joji2718@gmail.com
130	Thomson N K	thomsonnkmloor@gmail.com
131	Vimal Ranjeev	vimalranjeev9@gmail.com

[illegible]

[illegible]

[illegible]



HRD/3T/19-20/12746972

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

August 1, 2019

Dear Aswin,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.08.01 14:29:27 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12746972

August 1, 2019

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

Dear Aswin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Inter est	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747002

July 08, 2019

Ms. Fathima S
Candidate ID: 12747002
Firdous, Kannothe Road,
Unichira Thykavu, Changampuzha Nagar P.O
Ernakulam - 682033
Kerala
India
Ph: (91) 94957 36729

Dear Fathima,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 16, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746961

September 6, 2019

Mr. Santhanu S Nair
Candidate ID: 12746961
Pranavam, Tc-9/2044-1,
Kochar Road, Sasthamangalam
Thiruvananthapuram - 695010
Kerala
India
Ph: (91) 94967 76828

Dear Santhanu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746797

September 6, 2019

Mr. Anand Lokanath
Candidate ID: 12746797
Lovely,
Tuneri, Vatakara
Kozhikode - 673505
Kerala
India
Ph: (91) 99461 97881

Dear Anand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747001

September 5, 2019

Ms. Devika S
Candidate ID: 12747001
Sreesailam,
Olavaipu P O, Cherthala
Alappuzha - 688526
Kerala
India
Ph: (91) 98466 86370

Dear Devika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746945

August 1, 2019

Mr. Fahmin Firoz
Candidate ID: 12746945
Mookada House,
Perumbavoor P.O
Ernkulam - 683542
Kerala
India
Ph: (91) 82817 27519

Dear Fahmin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746932

September 5, 2019

Ms. Gayathri V Marar
Candidate ID: 12746932
Padickal Marath,
Thuruthissery, Mekkad P.O
Ernakulam - 683589
Kerala
India
Ph: (91) 94977 96759

Dear Gayathri,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746982

September 5, 2019

Ms. Greety C Maria
Candidate ID: 12746982
Thekkekkara House,
Kidangoor P.O, Angamaly
Ernakulam - 683572
Kerala
India
Ph: (91) 93495 14825

Dear Greety,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746930

July 30, 2019

Ms. Jiya Joy
Candidate ID: 12746930
Kooren House,
Providence Road
Ernakulam - 682018
Kerala
India
Ph: (91) 97459 05240

Dear Jiya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746989

September 5, 2019

Ms. Mariya Roy
Candidate ID: 12746989
Chintavalappu Flats Block, 7 F.2, F2,
Puthyara P.O
Kozhikode - 673004
Kerala
India
Ph: (91) 96450 65270

Dear Mariya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746934

July 09, 2019

Ms. Rahendhu Haridas
Candidate ID: 12746934
H.No. 9/602 A1,
Pandikudy, Mattanchery P.O
Ernakulam - 682002
Kerala
India
Ph: (91) 75108 59589

Dear Rahendhu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746975

July 09, 2019

Ms. Roshni Pavithran
Candidate ID: 12746975
Kavil House,
Asokapuram P.O, Aluva
Ernakulam - 683101
Kerala
India
Ph: (91) 94009 37310

Dear Roshni,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747004

July 08, 2019

Ms. Shanaraj V K
Candidate ID: 12747004
Udayam,
Thiruvangad P.O, Thalassery
Kannur - 670103
Kerala
India
Ph: (91) 97456 12751

Dear Shanaraj,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 07, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746898

September 6, 2019

Ms. Sunairah Syed Mahin
Candidate ID: 12746898
Harisree Sreesylam Apts, Flat No B1B2,
Veliyannoor, Kokkala
Thrissur - 680021
Kerala
India
Ph: (91) 98957 44463

Dear Sunairah,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746892

July 09, 2019

Mr. Devanand P
Candidate ID: 12746892
Parayil(H),
Aruvai, Pazhanji P O
Thrissur - 680542
Kerala
India
Ph: (91) 81369 30090

Dear Devanand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746907

July 08, 2019

Ms. Rose Mary Poly
Candidate ID: 12746907
Ponthempilly House,
Chengal, Kalady P.O
Ernakulam - 683574
Kerala
India
Ph: (91) 95440 09953

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746786

September 6, 2019

Ms. Zerene Anwar
Candidate ID: 12746786
Hazeena Cottage,
Ettumanoor P.O
Kottayam - 686631
Kerala
India
Ph: (91) 81368 10429

Dear Zerene,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746912

September 5, 2019

Ms. Angelina Teresa
Candidate ID: 12746912
Chakkalakkal House,
Vaduthala
Ernakulam - 682023
Kerala
India
Ph: (91) 98479 69804

Dear Angelina,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 14, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746951

September 6, 2019

Mr. Arjun K Ajayan
Candidate ID: 12746951
6713, C /Keetharaparambil,
Kurishupally Road, Perumanoor
Ernakulam - 682015
Kerala
India
Ph: (91) 80899 11067

Dear Arjun,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746970

September 5, 2019

Mr. Ganesh M Nair
Candidate ID: 12746970
Aiswarya, Vadakkethara,
Pazhayannur P.O
Thrissur - 680587
Kerala
India
Ph: (91) 73566 38599

Dear Ganesh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746966

July 08, 2019

Ms. Jyothika S Philip
Candidate ID: 12746966
Jyothis, Madathil Lane,
Thottakkattukara, Aluva
Ernakulam - 683108
Kerala
India
Ph: (91) 82815 58822

Dear Jyothika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
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TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





sset last name <sset@scmsgroup.org>

TCS Ninja hiring 2019 #Recruitment#

11 messages

Shahanas S <shahanas.s@tcs.com>

Thu, Aug 9, 2018 at 10:28 AM

To: santharamrao.cp@gmail.com, tandp.aset@ahalia.edu.in, vksreehari@gmail.com, josepmathew@gmail.com, thomas.k.paul@gmail.com, shashidharan@ammini.edu.in, placement@awhengg.org, axisdirectoradmn@gmail.com, tpc@bccarmel.ac.in, bijomatta@gmail.com, renjithrkc@gmail.com, cetpplacement@gmail.com, cgpucea@gmail.com, cgpc.cemp@gmail.com, cgpucek@gmail.com, cgpcgr@gmail.com, placement@cemunnar.ac.in, tpcetkr@gmail.com, placementciv@gmail.com, placementcek@gmail.com, ceptplacement@gmail.com, ebydavid@gmail.com, placementcell@ekc.edu.in, Nishad@farookcollege.ac.in, sajesh@gcek.ac.in, placements@gcek.ac.in, placementgecpkd@gmail.com, placement@gecskp.ac.in, remeshnair2000@gmail.com, kirangk@gisat.in, midhun@hcet.in, ukn@holyschoolcollege.com, tpc@holyschoolcollege.com, iestcrplacement@gmail.com, placement@icet.ac.in, salamaec@gmail.com, cr@jawaharlalcolleges.com, pat@jecc.ac.in, rajeshr.kmct@gmail.com, mhr.sh@kmeacollege.ac.in, placementkristujyoti@gmail.com, cinamma@gmail.com, murugaprasad.sv@gmail.com, principalofficekvm@gmail.com, placementofficerlbs@gmail.com, rahul@lbscek.ac.in, rclbs@hotmail.com, placement@lmcst.ac.in, preethisukumaran@gmail.com, kphari88@gmail.com, kkgirish@gmail.com, tpcmit@gmail.com, sebastian.joseph@mangalam.in, resmara@gmail.com, placement@mbcet.org, placement@mbits.edu.in, arunalexit@gmail.com, mctplacements@gmail.com, bsbaiju@gmail.com, placement@meaec.edu.in, anoopvarkey@mescet.ac.in, tp@mesce.ac.in, cgpc@mesitam.ac.in, asifali@mec.ac.in, rajesh@mec.ac.in, cgpc_mcet@rediffmail.com, mzcplacements@gmail.com, arifcep85@gmail.com, bsuj88@gmail.com, trng@calicut.nielit.in, placement@ncerc.ac.in, ramadeviradhakrishnan@gmail.com, abhilash_ray@yahoo.com, cgpu@riet.edu.in, anoop@rajagiritech.ac.in, ritcgpc@gmail.com, r-tpc@outlook.com, rtpc@royalacet.ac.in, hr@sahrdya.ac.in, placements.ce@saintgits.org, babu.tv@gmail.com, sset@scmsgroup.org, sahadevan@scmsgroup.org, johnpalakkappilly@sngist.org, placement@snmim.edu.in, sbceplacementcell@gmail.com, pradeep7383@gmail.com, upprakash@gmail.com, placement@sngcet.org, damodaran4@yahoo.com, jentyjoy@yahoo.com, suresh@sngist.org, placement@simat.ac.in, binu_s_krishnan@rediffmail.com, placement@sjcetpalai.ac.in, info@stcet.net, cvantony.50@gmail.com, tkmitplacements@yahoo.com, placement.tist@gmail.com, eapenkr@gmail.com, jithu7771@gmail.com, manager@uec.ac.in, drraneesh@vedavyasa.org, paul.chakola@vidyaacademy.ac.in, placementcell<placementcell@vidyaacademy.ac.in>, tpc@vjec.ac.in, placement_vjc@yahoo.com, placement@vjcet.org, careerfromycet@gmail.com, ashiths@mgits.ac.in, cusat.p@gmail.com, placements@fisat.ac.in, nisha@ceconline.edu, tpc@ceconline.edu, placements@mace.ac.in, nssplacement@gmail.com, tkmplacements@gmail.com, placement@gectcr.ac.in, placement@cet.ac.in, Anu Manappuram <anukm@am.amrita.edu>
Cc: Shibas Np <shibas.np@tcs.com>

Greetings from TCS!!

TCS is Hiring Ninja Developers from Engineering Institutes across India | [Eligibility Criteria](#)

tcs50 | **TATA CONSULTANCY SERVICES**
Experience.energy

Exciting news for Engineering graduates from 2019 batch!

TCS seeks to hire Ninja Developers from pan India engineering institutes!

Hiring is open for B.E/ B.Tech/ M.E/ M.Tech/ M.Sc/ MCA graduates.

Having friends helps to build a collaborative and productive workplace.
Do share this great news with your juniors, friends and family.

Registrations close on **20th August 2018**
Registration link: www.careers.tcs.com

Thanks & Regards
Shahanas S
Talent Acquisition Group (Campus Recruitment)
Tata Consultancy Services
TCS Centre, Info Park P.O
Kochi -682 042



Offer: Computer Consultancy

Ref: TCSL/DT20184404940/Trivandrum

Date: 09/10/2018

Ms. Aarathy Menon
509Guruvilasam Road,
Kerala,
Ernakulam-683513,
Kerala.
Tel# 91-9847522290

Dear Aarathy Menon,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184404940

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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GROSS SALARY SHEET

Annexure 1

Name	Aarathy Menon
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy
Ref: TCSL/DT20184489908/Trivandrum
Date: 09/10/2018

Ms. Ananya
Principal'S Quarters, Kendriya Vidyalaya No.1 Old Nh47,
Katari Bagh, Willingdon Island,
Kochi-682004,
Kerala.
Tel# 91-9961139399

Dear Ananya,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Ananya
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184294812/Trivandrum

Date: 09/10/2018

Mr. Anirudh Sp
SankethThrichambaram,
Taliparamba,
Kannur-670141,
Kerala.
Tel# -

Dear Anirudh Sp,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184294812

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GROSS SALARY SHEET

Annexure 1

Name	Anirudh Sp
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Ref: TCSL/DT20184451957/1243951/Trivandrum

Date: 01 June 2019

MS. ANJITHA BAIJU
Mazhuvanchery House Punnayam,
Asamannoor P.O, Ernakulam,
Kerala-683549.
Tel# 919072498853

Sub: Joining Letter

Dear Ms. Anjitha Baiju,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **17th June 2019** and your training location is **Trivandrum**. We are pleased to inform you that your work location is **Kochi** and your stream is **IT IS**. This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services Ltd.
Peepul Park, Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter



Offer: Computer Consultancy
Ref: TCSL/DT20184485490/Trivandrum
Date: 09/10/2018

Ms. Athira S Menon
Athira(H)St Peters Lane,Mc Road,
Perumbavoor,
Ernakulam-683542,
Kerala.
Tel# -

Dear Athira S Menon,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Athira S Menon
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184453947/Trivandrum

Date: 09/10/2018

Ms. Chithramol S S
Poojanivas ManakkattuVidakuzha,
Nad,
Ernakulam-683106,
Kerala.
Tel# -

Dear Chithramol S S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Chithramol S S
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy
Ref: TCSL/DT20184684150/Trivandrum
Date: 09/10/2018

Mr. George M Thottan
48/1834, Thottan House(Jks 528)Puthenpura 1,
Thanikkal, Elamakkara,
Ernakulam-682026,
Kerala.
Tel# 91-9496576721

Dear George M Thottan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



Offer: Computer Consultancy
Ref: TCSL/DT20184293891/Trivandrum
Date: 09/10/2018

Mr. Jebbin Joseph
Muringatheri House Angel Nagar,
Pottore, Kuttur,
Thrissur-680013,
Kerala.
Tel# 91-8592087284

Dear Jebbin Joseph,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Jebbin Joseph
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184458305/Trivandrum

Date: 09/10/2018

Ms. Mikhiya James
Vazhakkala HouseMelloor,
Melloor,
Chalakudy-680311,
Kerala.
Tel# -7510804504

Dear Mikhiya James,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Mikhiya James
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184560213/Trivandrum

Date: 09/10/2018

Mr. Muneer M S
101 St. Joseph Road,
Hidhayath Nagar,
Ernakulam-682022,
Kerala.
Tel# -

Dear Muneer M S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Muneer M S
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184466149/Trivandrum

Date: 09/10/2018

Ms. Heleena Joy
Areeckal House, Angamaly South P O, Nedupadam Lane, Ernakulam
Nedupadam Lane,
Angamaly South-683573,
Kerala.
Tel# -

Dear Heleena Joy,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Heleena Joy
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy
Ref: TCSL/DT20195316135/Trivandrum
Date: 18/10/2019

Mr. Jose Paul
Aswra-37, Chazhoor House K.K. Padmanabhan Road,
Ayyappankavu,
Ernakulam-682018,
Kerala.
Tel# 91-8075823273

Dear Jose Paul,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Jose Paul
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy
Ref: TCSL/DT20184461272/Trivandrum
Date: 26/07/2019

Mr. Antony Antoo
7777,
Kerala,
Ernakulam-683572,
Kerala.
Tel# -

Dear Antony Antoo,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Antony Antoo
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Offer: Computer Consultancy

Ref: TCSL/DT20184572791/Trivandrum

Date: 09/10/2018

Mr. Krishnanunni Menon
NeelanjanamKizhakkepram,
Near Govt U P Schhol,Kizhakkepram,
Cochin-683513,
Kerala.
Tel# 91-8891038460

Dear Krishnanunni Menon,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Krishnanunni Menon
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



sset last name <sset@scmsgroup.org>

IBS recruitment on 18th Sep 2018 - Details

2 messages

SSET <sset@scmsgroup.org>

Mon, Sep 17, 2018 at 9:55 AM

Bcc: aarathymenon97@gmail.com, Aiswarya K <aiswarya414@gmail.com>, Ajay Paul <a4ajay619@gmail.com>, akamksha mohandas <akamksha222@gmail.com>, akshay anil <akshayanil36151@gmail.com>, alen joseph benny <alenjbenny24@gmail.com>, Alina Job <alinajob97@gmail.com>, ananya asok <ananyaasok18@gmail.com>, Anirudh sp <spanirudh007@gmail.com>, Anjitha Baiju <mbanjitha.123@gmail.com>, Ash B <asniyabas15@gmail.com>, Aswathy n kutty <shraavanam@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, athira menon <menonsathira@gmail.com>, AYISHA JALAL <ayisha13997@gmail.com>, Ayisha Safrin <ayishasafrinp@gmail.com>, sschithramol@yahoo.com, Deepthi Sukumaran <deepthyworld@gmail.com>, thisisdennis@ymail.com, Dev 01 <devanannd@gmail.com>, Divya S Anand <divyasanand.22@gmail.com>, Donna Spencer <donna.spencer95@gmail.com>, George Martin <grg2312@gmail.com>, godvin poulose <godvinPoulose2@gmail.com>, gpvavachi@gmail.com, Gopika Raj <raj.gopika97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Hari Krishnan Dileep <hari555.hd@gmail.com>, harita.ranjit@yahoo.com, "IJAS A.H" <ijas.ah96@gmail.com>, Jebbin Joseph <jebbinj544@gmail.com>, "Keerthi.s. geet" <keerthi.s.geet@gmail.com>, karthika nair <nairkarthika238@gmail.com>, Malavika Prakash <malavikaparakashkumar@gmail.com>, mariatoffee@yahoo.in, Mikhiya James <mikhiyajames@gmail.com>, pinkstrawberry391 <misna123@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, ranjini888nair@gmail.com, Razmil Minhaj <razmilminhaj007@gmail.com>, rebecca joshua <rebeccawinfred@gmail.com>, riyavsamuel@gmail.com, ROHIT K F <vividrohit@gmail.com>, rosemariypoly777@gmail.com, sachin.puthiyaparamban@gmail.com, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sajna399@gmail.com, Samal Muhammed <samalsunil0@gmail.com>, Sarath Kumar <sarathroc@gmail.com>, Sidhu V <sidharth.v.mtr@gmail.com>, sreetha ps <sreethaps19@gmail.com>, sreelakshmi lachu <sreelakshmilachus271097@gmail.com>, sudheesh kumar <sudheeshxyril08@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, Vishnu Chalil <vishnu080797@gmail.com>, Vishnu Vijayakumar <vishnu7197@gmail.com>, VISMAYA BHASKARAN <vismayabhaskaran97@gmail.com>, vyshnavi Mambrol <achumambrol@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, amruthaanilkumar24@gmail.com, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Angelina Teresa <anju81197@gmail.com>, anjaly antony <anjalyantony97@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduwaranair@gmail.com, Darsana K Chitaranjan <darsanakc@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, fam.hameed25@gmail.com, ganesh nair <nairganesh98@gmail.com>, geethy varghese <geethyvarghese@gmail.com>, hp46985@gmail.com, Heleena Joy <heleenaj1997@gmail.com>, hridhya97@gmail.com, Jyothika S Philip <jyothikasphilip@gmail.com>, kajalsathyan@gmail.com, krishnapavizham35@yahoo.com, latha sudheer <lathasdhr@gmail.com>, krishnapriyaprasad20@gmail.com, vishnu kb <vishnukb1000@gmail.com>, MARIA THOMAS <mariathomasmaliackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, Mohitha Thampy <mohithathampy@gmail.com>, NEHA jayan <nehapulary@gmail.com>, nimmyjose1997@gmail.com, nivedita karat <niveditakarath@gmail.com>, sachinsureshscms@gmail.com, sadhiyaem@gmail.com, Sarath S <sarathsmailbox1997@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpa Biju <shilpabiju@yahoo.in>, shwetha sam <shwethamary123@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, surya joseph <suryaj9128@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiram@gmail.com>, Abhishek Panatt <abhishekanatt@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, Aravind Sabu Nair <aravindsabu.n@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswin chand <PPaswinlatha@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Benjamin Koola <koolabenjamin@gmail.com>, Clement Davis <clement.davis56@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, joswin m o <joswinmo44@gmail.com>, cbklink@yahoo.co.in, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni M <kunjunni22@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongeorge97@gmail.com>, Manu Mohan <itzzmemanumohan@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAS <muhammednias096@gmail.com>, nandhusanthosh22@gmail.com, NITHIN KV <nithinkarakurussi@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajithmp69@yahoo.com, Shawn Thomas George <shawnthomas97@gmail.com>, shifas hameed <shifasmonu2020@gmail.com>, Shreeram Raghupathy <shreeramcbe@gmail.com>, Thoppil Sreejith <tsreejith999@gmail.com>, Thapas Manchady

<thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, "THOMSON N.K" <thomsonnkmeloor@gmail.com>, Rahul Raj <rahulr1987@gmail.com>, j.vaisu97@gmail.com, Viji Gopal <viji@scmsgroup.org>, Sreeja Rajesh <sreejarajesh@scmsgroup.org>, neenusebastian@scmsgroup.org, arsheym@scmsgroup.org, rettygeorge@scmsgroup.org, nithyam@scmsgroup.org, Parvathy Nath R <parvathy@scmsgroup.org>, prathibha@scmsgroup.org, "Vinoj P.G." <vinojpg@scmsgroup.org>, rakesh@scmsgroup.org, samjoshy@scmsgroup.org, vidyachandran@scmsgroup.org, sanoj@scmsgroup.org, jenson@scmsgroup.org, Vinod P <vinodp@scmsgroup.org>, Saira Joseph <saira_joseph@scmsgroup.org>, VENU P <venu@scmsgroup.org>

Dear Students,

Find the details of **IBS recruitment drive**.

Organization : **IBS Software Services Private Limited**
 Designation : Software Engineer
 Date : **18th September 2018**
 Reporting time : 8.30 a. m.
 Venue : Federal Institute of Science and Technology, Mookkannoor

Eligibility Criteria: 2018 pass out – B.Tech-CS, EC, ME

Ø 70% and above in 10th, 12th and a minimum of 7.4 Cgpa for B.Tech till 5th semester
 Ø Back papers – No current back papers for any students.

Selection process includes:

1. Online Aptitude Test –AMCAT test on 18th Sep 2018
2. GD, Tech and HR Interview for shortlisted on later date

Salary Package: Rs. 3.36 lakhs per annum

The eligible students should carry the following:

1. College ID Card
2. Rough paper sheet
3. Ball pen, Pencil etc.

The following attached list of registered students must attend the test without fail.

Note: One college bus is arranged from our SSET campus to FISAT and back after the test.
 Bus will start at 7.30 a.m. from SSET to FISAT and leave FISAT after the test, likely at 12 noon..

Prof. R. Sahadevan
 Professor Placement
 SSET

Mob: 9446312828



IBS 2019 list - SSET.xls
 47K

SSET <sset@scmsgroup.org>

Mon, Sep 17, 2018 at 2:26 PM

Bcc: aarathymenon97@gmail.com, Aiswarya K <aiswarya414@gmail.com>, Ajay Paul <a4ajay619@gmail.com>, akamksha mohandas <akamksha222@gmail.com>, akshay anil <akshayanil36151@gmail.com>, alen joseph benny <alenjbenny24@gmail.com>, Alina Job <alinajob97@gmail.com>, ananya asok <ananyaasok18@gmail.com>, Anirudh sp <spanirudh007@gmail.com>, Anjitha Baiju <mbanjitha.123@gmail.com>, Ash B <asniyabas15@gmail.com>, Aswathy n kutty <shraavanam@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, athira menon <menonsathira@gmail.com>, AYISHA JALAL <ayisha13997@gmail.com>, Ayisha Safrin <ayishasafrinp@gmail.com>, sschithramol@yahoo.com, Deepthi Sukumaran <deepthyworld@gmail.com>, thisisdennis@ymail.com, Dev 01 <devanannd@gmail.com>, Divya S Anand <divyasanand.22@gmail.com>, Donna Spencer <donna.spencer95@gmail.com>, George Martin <grg2312@gmail.com>, godvin poulose <godvinPoulose2@gmail.com>, gpvavachi@gmail.com, Gopika Raj <raj.gopika97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Harikrishnan Dileep <hari555.hd@gmail.com>, harita.ranjit@yahoo.com, "IJAS

A.H" <ijas.ah96@gmail.com>, Jebbin Joseph <jebbinj544@gmail.com>, "Keerthi.s. geet" <keerthi.s.geet@gmail.com>, karthika nair <nairkarthika238@gmail.com>, Malavika Prakash <malavikaparakashkumar@gmail.com>, mariatoffee@yahoo.in, Mikhiya James <mikhiyajames@gmail.com>, pinkstrawberry391 <misna123@gmail.com>, Pavithra Guru <pavigurus@gmail.com>, ranjini888nair@gmail.com, Razmil Minhaj <razmilminhaj007@gmail.com>, rebecca joshua <rebeccawinfred@gmail.com>, riyavsamuel@gmail.com, ROHIT K F <vividrohit@gmail.com>, rosemarypoly777@gmail.com, sachin.puthiyaparamban@gmail.com, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sajna399@gmail.com, Samal Muhammed <samalsunil0@gmail.com>, Sarath Kumar <sarathrocz@gmail.com>, Sidhu V <sidharth.v.mtr@gmail.com>, sreedath ps <sreedathps19@gmail.com>, sreelakshmi lachu <sreelakshmilachus271097@gmail.com>, sudheesh kumar <sudheeshxyril08@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, Vishnu Chalil <vishnu080797@gmail.com>, Vishnu Vijayakumar <vishnu7197@gmail.com>, VISMAYA BHASKARAN <vismayabhaskaran97@gmail.com>, vyshnavi Mambrol <achumambrol@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, amruthaanilkumar24@gmail.com, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Angelina Teresa <anju81197@gmail.com>, anjaly antony <anjalyantony97@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com, Darsana K Chitaranjan <darsanakk@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, fam.hameed25@gmail.com, ganesh nair <nairganesh98@gmail.com>, geethy varghese <geethyvarghese@gmail.com>, hp46985@gmail.com, Heleena Joy <heleenaj1997@gmail.com>, hridhya97@gmail.com, Jyothika S Philip <jyothikasphilip@gmail.com>, kajalsathyan@gmail.com, krishnapavizham35@yahoo.com, latha sudheer <lathasdhr@gmail.com>, krishnapriyaprasad20@gmail.com, vishnu kb <vishnukb1000@gmail.com>, MARIA THOMAS <mariathomasmailackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, Mohitha Thampy <mohithathampy@gmail.com>, NEHA jayan <nehapulary@gmail.com>, nimmyjose1997@gmail.com, nivedita karat <niveditakarath@gmail.com>, sachinsureshscms@gmail.com, sadhiyaem@gmail.com, Sarath S <sarathsmailbox1997@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpa Biju <shilpabiju@yahoo.in>, shwetha sam <shwethamary123@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, surya joseph <suryaj9128@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, Aravind Sabu Nair <aravindsabu.n@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswin chand <PPaswinlatha@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Benjamin Koola <koolabenjamin@gmail.com>, Clement Davis <clement.davis56@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, joswin m o <joswinmo44@gmail.com>, cbklink@yahoo.co.in, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni M <kunjunni22@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, Manu Mohan <itzzmemanumohan@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAS <muhammednias096@gmail.com>, nandhusanthosh22@gmail.com, NITHIN KV <nithinkarakurussi@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajithmp69@yahoo.com, Shawn Thomas George <shawnthomas97@gmail.com>, shifas hameed <shifasmonu2020@gmail.com>, Shreeram Raghupathy <shreeramcbe@gmail.com>, Thoppil Sreejith <tsreejith999@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, "THOMSON N.K" <thomsonnkmeloor@gmail.com>, Rahul Raj <rahulr1987@gmail.com>, j.vaisu97@gmail.com

Dear Students,

FYI. For IBS recruitment process on 18th September 2018,

Be in neat and proper college uniform. Must be in clean and neat look. Maintain silence & avoid roaming around. Must avail the college bus soon after the online test. For more details contact:

Mr. Mahendra K. S
Placement Officer, SSET
Mob: 9846963344

Prof. R. Sahadevan
Professor Placement
SSET




Campus Recruitment

Final Selects to IBS Software Private Limited

No	Name of Candidate	Branch	College
1	ROSE MARY POLY	CSE	SCMS
2	MALAVIKA PRAKASH	"	"
3	AJAY PAUL	"	"
4	KRISHNANUNNI MENON	MECH	"
5	ARAVIND SABU NAIR	"	"
6	IJAS. A. H	CSE	"
7	BREEDATH. P. S	CSG	"
8	LEANDER GEORGE	MECH	"
9	ANGELINA TERESA	ECE	"
10	VISHNU C	CSE	"
11	ANIRUDH. S. P	CSE	"
12	ANANDKRISHNA. J	MECH	"
13			
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We are pleased to inform that that above mentioned students have been selected to IBS Software Private Limited after the recruitment drive conducted at ITSAT, ANNAMALY on 23-IV-2018.
 Congratulations and thank you for the support extended during this recruitment drive.

For IBS Software Pvt Ltd.



Group Manager - Human Resources

Date: 01-Nov-19

Sonu Jacob
SCMS School of Engineering and Technology, Cochin

Appointment Offer: Software Engineer

Dear Sonu Jacob,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be on **05-Nov-2019**.

Sonu

IBS Software Private Limited

Annexure -1

Please carry the following documents in original along with a Photostat copy on your date of joining. The original documents will be returned on the same day after verification.

SL No	Description
Document Checklist	
1	Printout of IBS Offer Letter/Hard copy of Offer Letter.
Documents Related to Academics	
2	SSLC / Std.10th : Mark list
3	Pre-Degree / Std.12th : Mark list
4	Graduation : Degree Certificate/Provisional Certificate
5	Graduation : Consolidated Mark list/Final Mark List
6	Post-Graduation : Degree Certificate/ Provisional Certificate
7	Post-Graduation: Consolidated Mark list /Final Mark list
8	Certificates of any additional certifications undergone
Employment Related Documents	
9	Relieving Letter and Experience Letter of all your previous employers
10	Last three months' salary slip/salary certificate from immediate previous company
Other Relevant Documents	
11	Passport
12	PAN Card
13	Aadhar Card
14	Permanent Address Proof – Voter's card /Driving License
15	Passport Size Color Photo with white background (5 in number) • Gentlemen – Formals (Tie : Optional) • Ladies - Photo in Saree / Western Formals/ Salwar
16	A digital copy of the passport size photo (300 dpi resolution) for the permanent ID card creation
17	New Hire Profile Form (This will be shared 2 weeks prior to joining date)
18	PF Account Number, UAN number, Labour Welfare Fund Account number (if any)

Other Details Required For Verification	
1	Employment Related Details
	<ul style="list-style-type: none"> Employee code at your previous companies Reference Details: Supervisor and HR contact details of your last two employers (Telephone number and Mail IDs)
2	Address Details
	<ul style="list-style-type: none"> Permanent and Current address along with PIN number

Annexure -2

Dress Code
<u>Gentlemen</u> <ul style="list-style-type: none">• Formals (Tie : Optional) : Monday- Thursday• Business Casuals - Friday
<u>Ladies</u> <ul style="list-style-type: none">• Formal Dressing (Churidhar/ Saree/Western Formals): Monday - Thursday• Business Casuals – Friday
Working Hours
<ul style="list-style-type: none">• We work five days in a week from 08:30 AM to 05:30 PM• Saturdays and Sundays are non-working days

Date: 26-Feb-19

Rose Mary Poly
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Rose Mary Poly,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Angelina Teresa
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Angelina Teresa,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Anandkrishna J
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Anandkrishna J,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
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7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Aravind Sabu Nair
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Aravind Sabu Nair,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
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7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

Date: 26-Feb-19

Leander George
SCMS School of Engineering & Technology, Karukutty

Appointment Offer: Software Engineer

Dear Leander George,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by June 2019.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
	Fixed Remuneration	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000
Gratuity will be paid as per Payment of Gratuity Act, 1972.		

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.



sset last name <sset@scmsgroup.org>

Fwd: Wipro - Elite National Talent Hunt for Engineering Graduates of 2019

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Nov 2, 2018 at 1:46 PM

Please forward this email and follow up with our students on registration for Wipro.

----- Forwarded message -----

From: lavanam.amballa@wipro.com <lavanam.amballa@wipro.com>
Date: Fri, Nov 2, 2018, 13:45
Subject: Wipro - Elite National Talent Hunt for Engineering Graduates of 2019
To:
Cc: anitha.jose@wipro.com <anitha.jose@wipro.com>

Dear Academic Partner,

Greetings from Wipro!

Wipro has launched its Elite National Talent Hunt for Engineering Graduates of 2019 initiative.

We would like inform you that the registration links are live where you may ask the eligible candidates to register by accessing below links.

Wipro Career Page <https://careers.wipro.com/elite-nth.aspx>

Facebook <https://www.facebook.com/wiprocareers/photos/a.102775326473/10156935899351474/?type=3&theater>

Twitter <https://twitter.com/WiproCareers/status/1056786411179913216>

LinkedIn: <https://www.linkedin.com/feed/update/urn:li:activity:6462551430984241152>

This initiative is a unique platform for all the interested and eligible engineers of 2019, who want to build their career with Wipro and you are playing a major role in taking this initiative one step close to Success.

Please go through the below given note, to get a better idea about this process.

1. Meanwhile you circulate the registration links through your channels, we will be sharing you few banners and posters which you may share it. Not to circulate any unauthorized postings about **National Talent Hunt** and educate the students about Wipro's recruitment policy.

Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

2. The registration link will remain same for all the colleges across India.

3. Post registration, Candidates will go through a screening process and post which they will receive a Survey link followed by document upload page where they need to upload their academic marksheets.

4. Once candidates identified as eligible to be part of National Talent Hunt, a confirmation mail (call-letter) will be sent from our end. Test process will be conducted in Mid November.

Call letter will be sent atleast a week prior to the test.

5. Call-letter will have the following details –

- a. Event Date
- b. Reporting Time
- c. Venue Details (Which will be mapped by us. Candidate will not have an option to select the Test Venue)
- d. Other Basic details with regards to eligibility and required documents.

6. Only Online Assessment will be conducted on the confirmed dates and interviews will be planned in the coming weeks.

For any further queries, you may write to **Anitha Jose** - anitha.jose@wipro.com who is the Location Campus Lead for **Kerala** region. Look forward to your support.

We shall share more updates with you on how to prepare the students which you may cascade to other fellow placement officers.

Lavanam Amballa



<http://marketing.wiprodigital.com/apps/wipro-esig/assets/images/logo-01.png>

National Campus Manager

Global Campus Hiring Team | Talent Acquisition | Bangalore

Wipro Limited

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The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com



image001.jpg
3K

SSET <sset@scmsgroup.org>

Fri, Nov 2, 2018 at 3:45 PM

Bcc: abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, Ahmed Sharafudeen <ahmedzsha97@gmail.com>, aishwarya johnson <aishwaryajohnsonpl@gmail.com>, ajaisooryan@yahoo.com, Ajay Warriar <ajayrwarrier@gmail.com>, Akhil Anders JR <akhilandersjr@gmail.com>, akshay anil <akshayanil36151@gmail.com>, Akshay Anil <akshayanil007@gmail.com>,

amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraj <deepak.deeraj97@gmail.com>, derin.jose01@gmail.com, Don jose <jodonjo@gmail.com>, doyalsabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, harsh madani <harsh.madani36@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, pranav_97@live.com, PRAVEEN PRINCE <praveenprince7165@gmail.com>, rahidh saheer <Rahidhrockz@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Raizal Faizy <Raizalfaizy11@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeetha Sajudheen <sajeethasajudheen23@gmail.com>, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, R-Kedgaming <vaishakm6@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilnambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewwattoly@gmail.com>, amith ravi <raviamith123@gmail.com>, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduwaranair@gmail.com, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, deepthyta1234@gmail.com, Derick davis <derickd20000@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, geethyvarghese123@gmail.com, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, jonathiyep@yahoo.com, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmibk1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasamaliackal@gmail.com>, mtvc1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapibrahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <saahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rhlmsh123@gmail.com>, Raniya saeed <sraniya855@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, Sandhya Krishnakumar <97sandhya@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpa Biju <shilpabiju@yahoo.in>, shilpapprasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, Sidharth Karat <sidharthk97@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>, abhijithajith21@yahoo.com, Adersh Ajith <adersh.ajith@gmail.com>, AISWARYA SHAJI <aiswaryaarackal27@gmail.com>, Albert Anto <albertanto608@gmail.com>, Ananthakrishnan R <ananthu763@gmail.com>, Anjana Warriar T <anjanatwarriar@gmail.com>, Ann Mary <annmarypaul099@gmail.com>, Antony Antoo <antonyantoo97@gmail.com>, antony vithayathil <vithayathilantony@gmail.com>, ARJUN HARI <arjunharikkam@gmail.com>, Ashik Pa <iambigcr7@gmail.com>, aswinip921@gmail.com, badish ca <badishblaze@gmail.com>, Benet Kolamkanny <benetbabu2828008@gmail.com>, BENIT BENNY <benitbenny@gmail.com>, jagadeesan cm <cm.jagadeesan0022@gmail.com>, Christeena John <christeenava@gmail.com>, Darshan Darshan <darshan.k.pradeep@gmail.com>, edwin george <edwingeorge123456789@gmail.com>, elsa antony <elsaantony100@gmail.com>, Gautham Sunil <gauthamsunil@gmail.com>, george m joy <georgemjoythegreat@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, gowriraveendran58@gmail.com, HARIKRISHNAN PALERI <hari444.paleri@gmail.com>, hasif rehman <hasifrehman.7@gmail.com>, Jobin Biju <jobinbiju@gmail.com>, jovithomas@gmail.com, krishnaja k <krishnajak67@gmail.com>, LAHIN SHAROOQUE <lahinsharooque@gmail.com>, Maneesh Murali <maneesh4evr@gmail.com>, MARTIN PAUL <martin1234paul@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Muhzin Muhammed <muhzin524@gmail.com>, Neelkrishna M <neelkrishna555@gmail.com>, pauljo thomas <pauljothomas37@gmail.com>, RONY DAVIS <ronykDavis@gmail.com>, ERROR 404 <sachinvarma930@gmail.com>, Sam JACOB ROY <samjacobroy@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shameem shad <shadbrother1@gmail.com>, shradhajith@gmail.com, shreeram kc <shreeram.skc@gmail.com>, Siddharth Nair <siddharthnair4u@gmail.com>, sonnetpkunju@gmail.com, sreelakshmimanattu@gmail.com, sreyadasp@gmail.com, tomsajiv@outlook.com, Vinayachandran P <vinayachandra001@gmail.com>, Vichu comm <vishnunair.sr@gmail.com>, Vivek George <vikig4188@gmail.com>, "Padmakumar P.K" <pradeeppadmakumar@gmail.com>, WILLFRED M VARGHESE <willfredmvarghese2020@gmail.com>, yadhu ramesh <yadhuramesh96@gmail.com>, AISWARYA MENON <aishu191995@gmail.com>, Nazreen Sakheer <ajunazreen95@gmail.com>, Anagha S <anaghaajith1995@gmail.com>, Arya Aanand <aryaanand54@gmail.com>, eshithakv46@gmail.com, jameena va <jameenas9@gmail.com>, megha varghese <meghavarghese12@gmail.com>, sonali john <sonalijohn9@gmail.com>, swathi7181@gmail.com, Swathy



sset last name <sset@scmsgroup.org>

Fwd: NTH - Final selects - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY(SCMS)

1 message

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 14, 2019 at 12:54 PM

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450330 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>



SCMS
GROUP OF EDUCATIONAL INSTITUTIONS

----- Forwarded message -----

From: anitha.jose@wipro.com <anitha.jose@wipro.com>
Date: Mon, Jan 14, 2019 at 7:51 AM
Subject: NTH - Final selects - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY(SCMS)
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>



**Elite National
Talent Hunt-2019**

Wipro Elite National Talent Hunt 2019 | List of Selected Candidates

Dear Academic Partner,

Greetings from Wipro!

We are glad to inform that **Elite National Talent Hunt 2019** has run seamlessly, and we share its success with you! We appreciate the hard work and efforts of every one who has contributed to this, and hope this event has brought the students at your institute a step closer to their dream goal.

At the final stage of the event, we are pleased to share the results of the Interview rounds conducted in the month of December 2018. Please find the list of students who have cleared the Selection Process and received the online 'Letter of Intent' to join Wipro.

S No	Resume No.	Candidate Name
1	8264481	JINU
2	8258822	Rohit
3	8280928	Aswathy
4	8383612	T A Deepthy
5	8382610	C M Jagadeesan
6	8482833	Arjun
7	8469777	Jovito
8	8482439	NEHA
9	8481498	SAJEEHA
10	8481916	ALEX
11	8470849	Anandkrishna
12	8455697	Ajay
13	8519565	POOJA
14	8271857	Rebecca
15	8404847	V Rahul

Your cooperation and faith has helped us achieve this, and we sincerely appreciate it.

We look forward to such synergy in future and solicit your continued support.



APPOINTMENT LETTER

May 9, 2019

Dear **Pooja Jayakrishnan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Pooja Jayakrishnan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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C : L32102KA19A5PLD0026800



APPOINTMENT LETTER

May 8, 2019

Dear **Aswathy A,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

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Bengaluru 560 035
India

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E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Aswathy A

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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W : wipro.com
C : L32102KA19A5PLC026800



APPOINTMENT LETTER

May 9, 2019

Dear **Rebecca Joshua**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Rebecca Joshua

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Bengaluru 560 035
India

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E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLC020800



APPOINTMENT LETTER

May 9, 2019

Dear **Sajeetha K S**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Sajeeha K S

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 10, 2019

Dear **Alex Mathew**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

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- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Alex Mathew

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 13, 2019

Dear **Aswathy Mohanan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

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- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
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ANNEXURE III
SALARY OFFER SHEET

Name : Aswathy Mohanan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 9, 2019

Dear **T A Deepthy**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

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- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : T A Deepthy

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
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Variable Pay	
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Target Cost to Company per month	29,167
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APPOINTMENT LETTER

May 7, 2019

Dear **Neha Jayan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
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- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Neha Jayan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
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APPOINTMENT LETTER

May 9, 2019

Dear **Jovito Thomas**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

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- c. The retirement age is 58 years.
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- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Jovito Thomas

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
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APPOINTMENT LETTER

May 9, 2019

Dear **Anandkrishna J,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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ANNEXURE III
SALARY OFFER SHEET

Name : Anandkrishna J

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
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APPOINTMENT LETTER

May 8, 2019

Dear **Jinu Manoj**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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ANNEXURE III
SALARY OFFER SHEET

Name : Jinu Manoj

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
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APPOINTMENT LETTER

May 9, 2019

Dear **V Rahul**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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ANNEXURE III
SALARY OFFER SHEET

Name : V Rahul

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
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sset last name <sset@scmsgroup.org>

Amazon pool drive

6 messages

Varun Jose <cr.rajagiri@gmail.com>
To: Placement Cell - RSET <pc.rajagiri@gmail.com>
Bcc: sset@scmsgroup.org

Tue, Jul 30, 2019 at 12:18 PM

Hi,

Greetings from Rajagiri Placement Cell !!

Amazon pool drive

Registration Link : <https://forms.gle/Pfy4j1zhwohQXrYw8>

Interested candidates kindly register on or before 04-08-2019

Graduates with mandatory written and oral fluency in English and Hindi.

Oral fluency in Malayalam is required

Basic analytical and logical reasoning skills.

Ability to deliver acceptable quality of transcripts with minimal guidance.

Working knowledge of computers (Basic MS Office related skills) and good typing proficiency

Ability to comprehend multiple accents.

Passion to work in a fast paced, highly collaborative and dynamic work environment

Annotation and Transcription for Alexa Device

Any Bachelor's degree

Meets predetermined and assigned productivity targets and quality standards.

2019 pass outs without arrears can also apply.

Important Note:

Should be flexible to work in rotational shift, night shift and 2 days week offs.

Notice period : Immediate joiners only.

We are looking forward to hire any graduate (Arts/Engineering) who has good written and oral communication in English & Hindi with oral fluency in Malayalam

Role: Data Associate – Alexa Data Services

Experience: 0-2 yrs.

Work Location – Chennai(Relocation benefit will be given)

CTC: INR 230000– 290000 PA basis on their last salary drawn

Other Benefits:

Relocation Bonus will be provided

Meal Vouchers

Transportation

Over time pay out

Night shift allowance

Medical Insurance

2 days weekly offs

Interview Process:

- Online assessment
 - o Versant English Written test(system test with audio)
 - o Written test(paper & pen)
- 1 – In-person interview

Date : will inform soon to registered students.

Thanks & Regards

VARUN JOSE

Placement Executive

Rajagiri School of Engineering & Technology

Rajagiri Valley P.O , Kakkanad, Kochi. 682039

Mob: +91 7907361644

Whats app - 9048104959

Ph : +91 484, 2660999 - Extension - 313

Fax : +94 484 2426241

WLL : 0484 2660888

<https://www.facebook.com/varun.jose.7>

www.rajagiritech.ac.in/Home/Placement

SSET <sset@scmsgroup.org>

Tue, Jul 30, 2019 at 1:46 PM

Bcc: Aarathy Menon <aarathymenon21@gmail.com>, abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, adityahari96@gmail.com, Aiswarya K <aiswarya414@gmail.com>, ajaisooryan@yahoo.com, Ajay Paul <a4ajay619@gmail.com>, Ajay Warriar <ajaywarriar@gmail.com>, akamksha mohandas <akamksha222@gmail.com>, akshay anil <akshayani136151@gmail.com>, Akshay Anil <akshayani007@gmail.com>, alen joseph benny <alenjbenny24@gmail.com>, Alina Job <alinajob97@gmail.com>, amal govind <amalgovind46@gmail.com>, ananya asok <ananyaasok18@gmail.com>, Anirudh sp <spanirudh007@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Anjitha Baiju <mbanjitha.123@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, aswathink1997@gmail.com, Aswathy Arangath <aswathyarangath49@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, athira menon <menonsathira@gmail.com>, ayisha jalal97 <ayishajalal97@gmail.com>, Ayisha Safrin <ayishasafrinp@gmail.com>, chithra poojitha <chithrapoojitha@gmail.com>, Deepak Deeraaj <deepak.deeraaj97@gmail.com>, Deepthi Sukumaran <deepthyworld@gmail.com>, Dennis Kuruvilla <denniskuruvilla777@gmail.com>, derin.jose01@gmail.com, Dev 01 <devanannd@gmail.com>, Divya S Anand <divyasanand.22@gmail.com>, Donna Spencer <donna.spencer95@gmail.com>, George Martin <grg2312@gmail.com>, godvin poulose <godvinpoulose2@gmail.com>, gokul menon <gokulvmenon1997@gmail.com>, gopikaparakash09@gmail.com, Gopika Raj <raj.gopika97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Hari Krishnan Dileep <hari555.hd@gmail.com>, harita.ranjit@yahoo.com, Hawas Musthafa <hawasmusthafa@gmail.com>, "IJAS A.H" <ijas.ah96@gmail.com>, Jebbin Joseph <jebbinj544@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, "Keerthi.s. geet" <keerthi.s.geet@gmail.com>, karthika nair <nairkarthika238@gmail.com>, Malavika Prakash <malavikaparakashkumar@gmail.com>, mariatoffee@yahoo.in, Mikhiya James <mikhiyajames@gmail.com>, pinkstrawberry391 <misna123@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, muneer ms <muneerm11@gmail.com>, Neeraj titus <neerajtitus@gmail.com>, neil diany <neildiny@gmail.com>, Nidhi Rajeev <nidhirajeev2015@gmail.com>, Pavithra Guru <pavigurus@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Ranjini P Nair <ranjini888nair@gmail.com>, Razmil Minhaj <razmilminhaj007@gmail.com>, rebecca joshua <rebeccawinfred@gmail.com>, Renjima Rajan <renjimaerajan@gmail.com>, riyavsamuel@gmail.com, ROHIT K F <vividrohit@gmail.com>, rosemariypoly777@gmail.com, sachin.puthiyaparamban@gmail.com, Sajeetha Sajudheen <sajeethasajudheen23@gmail.com>, sajna399@gmail.com, Samal Muhammed <samalsunil0@gmail.com>.

sarath6306@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, shahsad abdulla <shahsad1995@gmail.com>, sharath_nair@outlook.com, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, Sidhu V <sidharth.v.mtr@gmail.com>, Smitha Sunny <sinnansunny97@gmail.com>, sreedath ps <sreedathps19@gmail.com>, sreelakshmi lachu <sreelakshmilachus271097@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, sudheesh kumar <sudheeshxyril08@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, SWETHA SURENDRAN <swethasurendran02@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, Vishnu Chalil <vishnu080797@gmail.com>, Vishnu Vijayakumar <vishnu7197@gmail.com>, VISMAYA BHASKARAN <vismayabhaskaran97@gmail.com>, vyshnavi Mambrol <achumambrol@gmail.com>, zerene999@gmail.com, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilnambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewvattoly@gmail.com>, amruthaanilkumar24@gmail.com, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Angelina Teresa <angelinateresa79@gmail.com>, anjaly antony <anjalyantony97@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, arjun kajayan <arjunkajayan1997@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, BINDU ARAVINDAKSHAN <binduaranair@gmail.com>, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, Darsana K Chitaranjan <darsanakc@gmail.com>, Deepthy anikuttan <deepthyta1234@gmail.com>, Derick davis <derickd20000@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, Famy Hameed <fam.hameed25@gmail.com>, ganesh nair <nairganesh98@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109 <greenarison1109@gmail.com>, haritha.tp22@gmail.com, Harsha Manoj <harshamanoj500@gmail.com>, Harsha Pradeep <hp46985@gmail.com>, Heleena Joy <heleenaj1997@gmail.com>, hridhya97@gmail.com, Jonath Tharian <jonathipe@yahoo.com>, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, Jyothika S Philip <jyothikasphilip@gmail.com>, kajalsathyan@gmail.com, kavyackadavath@gmail.com, krishnapavizham35@yahoo.com, krishnasudheer006@gmail.com, krishnapriyaprasad20@gmail.com, Krishnendu Rajagopal <sivanjali123456@gmail.com>, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, Manju Davis <manjudavis10@gmail.com>, MARIA THOMAS <mariathomasmailackal@gmail.com>, mtvc1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapibrahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <sahal395@gmail.com>, Mohitha Thampy <mohithathampy@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, NIMMY JOSE <nimmyjose1997@gmail.com>, nivedita karat <niveditakarath@gmail.com>, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rhrlmsh123@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN FRANCIS <sachinfrancis212@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachin s <sachinsureshscms@gmail.com>, sadhiya edappilly <sadhiyaem@gmail.com>, Sandhya Krishnakumar <97sandhya@gmail.com>, Sarath S <sarathsmailbox1997@gmail.com>, ktuecnotes@gmail.com, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekha sajan <shekhasajanek@gmail.com>, shilpa Biju <shilpabiju@yahoo.in>, shilpapprasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, shwetha sam <shwethamary123@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, surya joseph <suryaj9128@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>, abhijithajith21@yahoo.com, Adersh Ajith <adershajith@gmail.com>, AISWARYA SHAJI <aiswaryaarackal27@gmail.com>, Akhila Anil <akhilaanilseven@gmail.com>, akn KA <akhilnathka303@gmail.com>, Albert Anto <albertanto608@gmail.com>, Amaljohnson Kannampuzha <amaljohnsonkannampuzha@gmail.com>, Anand Chandran <anandmatheth@gmail.com>, Ananthakrishnan R <ananthu763@gmail.com>, Anjala Khan <anjalakhan98@gmail.com>, Anjana Warrior T <anjanatarwarrior@gmail.com>, Ann Mary <annmarypaul099@gmail.com>, Antony Antoo <antonyantoo97@gmail.com>, antony vihayathil <vihayathilantony@gmail.com>, aparnaakumartp@gmail.com, ARJUN HARI <arjunharikkm@gmail.com>, Ashik PA <ashikpa003@gmail.com>, aswinip921@gmail.com, badish ca <badishblaze@gmail.com>, Benet Kolamkanny <benetbabu2828008@gmail.com>, BENIT BENNY <benitbenny@gmail.com>, jagadeesan cm <cm.jagadeesan0022@gmail.com>, Christeena John <christeenava@gmail.com>, edwin george <edwingeorge123456789@gmail.com>, elsa antony <elsaantony100@gmail.com>, Fathima Shajahan <fathimashajahan319@gmail.com>, Gautham Sunil <gauthamsunil@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, gowriraveendran58@gmail.com, hasif rehman <hasifrehman7@gmail.com>, irene gerald alapatt <irenegalapatt@gmail.com>, Jobin Biju <jobinbiju@gmail.com>, jovito thomas <jovitothomas@gmail.com>, jyothi krishna <jyothikmv@gmail.com>, krishnaja k <krishnajak67@gmail.com>, MARTIN PAUL <martin1234paul@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Muhzin Muhammed <muhzin524@gmail.com>, Neelkrishna M <neelkrishna555@gmail.com>, RONY DAVIS <ronykddavis@gmail.com>, Sandra Babu <sandrasaval11@gmail.com>, ERROR 404 <sachinvarma930@gmail.com>, Sam JACOB ROY <samjacobroy@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, Sanjay krishna ts <sanjaykrishnats@gmail.com>, SANJU BHASKAR KOCHUPURACKAL SINDHURAJ <sanjusindhuraj@gmail.com>, shameem shad <shadbrother1@gmail.com>, shradhaajith@gmail.com, shreeram kc <shreeram.sk@gmail.com>, Siddharth Nair <siddharthnair4u@gmail.com>, sonnetpkunju@gmail.com, SREELAKSHMI M G <sreelakshminanattu@gmail.com>, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, Tom Saji <tomsajiv@gmail.com>, Vinayachandran P <vinayachandra001@gmail.com>, Vichu comm



OFFER CUM APPOINTMENT LETTER

Gowri P
Karthika, Muppathadom, Aluva

IND

Dear Gowri,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **22-Jul-2019**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further



have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. **Place of Work**

Your initial place of work will be at Amazon India's facility in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. **Remuneration**

- 6.1 Your Annual Base Pay will be Rs.**343,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.
- 6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.

7. **Provident Fund**

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.



You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by: SALINI P

Date: 2019.07.16 16:25:31 +05:30

Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.



sset last name <sset@scmsgroup.org>

Sutherland drive on 28th Feb 2019 at SSET- Shortlisted candidates

1 message

SSET <sset@scmsgroup.org>

Wed, Feb 27, 2019 at 2:12 PM

To: ajaisooryan@yahoo.com, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, Deepak Deeraj <deepak.deeraj97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, ranjini888nair@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, akhilnambiar97@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com, a.unnikrishnan@yahoo.in, elsa antony <elsaammu16@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasaliackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <sahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, shekhasajanek@gmail.com, Shivani G <shivanigiri.96@gmail.com>, "sidharth raj k.k." <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, ARJUN HARI <arjunharikkam@gmail.com>, badish ca <badishblaze@gmail.com>, elsa antony <elsaantony100@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, krishnaja k <krishnajak67@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shradhaajith@gmail.com, sreelakshmananattu@gmail.com, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, Tom Saji <tomsajiv@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Denil Paulson <denilp007@gmail.com>, gauthammkrishna1997@gmail.com, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, Jithin Joseph <jithin7797@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Raghav Sunil <raghavsunil.sachu@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, sreejith.r@live.com, Varun Jain <vjkhersingh@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, Abhijith pradeep <abhijithpradeep12@gmail.com>, abhimanue KR <abhimanue567@gmail.com>, Abhishek Mohan <abhishekmohan280@gmail.com>, ahab sanwaya <ahabsanwaya@gmail.com>, Sarhan Ahmd <ahmdsarhan@gmail.com>, Akash Cs <akashcs.siva@gmail.com>, Akhil Jith <akhiljith97@gmail.com>, aksahyaramesh@gmail.com, Althaf ahmed kb <althafahmed619@gmail.com>, Amal Benny FaKeD <abamalbenny@gmail.com>, AMAL HEMARAJ <amalhemaraj@gmail.com>, ANAGHA RAGHAVAN <anurkasthuri731@gmail.com>, Anala Benny <analabenny@gmail.com>, ANANTHU BOSE <ananthubose97@gmail.com>, Anjana Meria Saviour <anjanamsaviour@gmail.com>, Aparna Prakash <aparnaprakash.ammu@gmail.com>, ar554309@gmail.com, aryajprakash@gmail.com, Ashik Ali <ashikfd13@gmail.com>, ashikpoulo63@gmail.com, Ashitha Thampi <ashithat97@gmail.com>, myselfashwinkm@gmail.com, ASWATHY SHAJI <aswathyshaji2015@gmail.com>, Aswathy Ravindran <aswathyachuz19@gmail.com>, "Aswin k.m" <aswintharayil@gmail.com>, Athira K <aathuathirak@gmail.com>, Athul Yesudas <athul.yesudas@gmail.com>, aysha salam <ayshasalam29@gmail.com>, Dahlia Theresa <dahlialilavareth@gmail.com>, Deepthi Kurian <deepthikurian15@gmail.com>, Delvin Johnson <delvinjohnsonpadayattil08@gmail.com>, Famitha Shamsudheen <famithashams@gmail.com>, gauthamgg18@gmail.com, GEETHU BENNYSON <geethubennyson@gmail.com>, gourinandini@gmail.com, Hebin kangappadan <hebin kangappadan@gmail.com>, hilna shanu <hlnashanu@gmail.com>, Jacob Abraham <jacobputhukkeril@gmail.com>, Jaseena Mol <jaseenamol97@gmail.com>, Jibin Varghese <jibinchittuparambil@gmail.com>, Jomy Jose <jomyjose096@gmail.com>, Manu Thomas <manuthomas1996@gmail.com>, mtvc1997@gmail.com, mehajapibrahim@gmail.com

Dear Students,

As per the revised criteria of Sutherland, please find the attached list of shortlisted candidates for the drive as schedule given below.

Organization : **Sutherland Global Services**

Job Title : Technical Support Consultants- Voice and Non voice

Customer Service consultants- Voice and Non voice

Reporting time : 10.00 a.m.

Date : **28th February 2019**

Venue : SCMS School of Engineering and Technology, Karukutty

Revised Eligibility Criteria: 2018 pass out – B.Tech All branches

Students having excellent spoken and written English communication skills and willingness to work in shifts are essential pre-requisite for the job. **Maximum 4 current backpapers only allowed.**

Pre requisites:**Technical Support Consultants- Voice and Non voice:**

Basic knowledge in Hardware, Operating Systems and Networking

Aptitude for troubleshooting desktops/palmtops/laptops etc.

Customer Service consultants:

Good customer service skills

Work Location : Chennai/ Hyderabad/Cochin/Mumbai**Salary** : 1.85 L – 2.40 L (Fresher's)**Accommodation** : 15 days of free accommodation will be provided by Sutherland**Travel:** One way 3 tier A/c train ticket will be provided for outstation candidates**Selection process includes:**

1. Company Presentation – 40 to 45 minutes
2. Non voice screening – Essay writing
3. Initial Screening – JD/One on One conversation in batches of 20 -25 students
3. Communication Assessment-for shortlisted candidates-10 to 15 minutes
4. HR Interview for shortlisted candidates

The eligible students should carry the following:

1. A copy of their updated resume
2. Two colour passport size photographs
3. **Self attested copies of all the mark lists including B.Tech Semester wise marksheets**
4. College ID Card

Attached list of Shortlisted students by Sutherland must be seated inSeminar Hall, Administrative Block, 2nd floor by **9.55 am.**

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

**Sutherland -SSET Shortlist 19.xlsx**

18K

S.No	Candidate Name	Candidate Mobile Number
1	AKSHAY ANIL	8547395926
2	ASNIYA C B	7025153609
3	DEEPAK K	9645728827
4	GREESHMA VENUGOPAL K	9544849934
5	JOSELIN PERSIS THOMAS	9645569242
6	MOHAMMED ASLAM M S	9961975592
7	PRAVEEN PRINCE	8943640470
8	RAHUL V	9539695969
9	RANJINI P NAIR	9544009840
10	SATHIKA PRAVEEN	9061306037
11	SELMAN ANVAR	8113984723
12	SUBITHA V S	8111875016
13	SUNITHA SAHU	9493388164
14	ALEENA AVARACHAN	8138032376
15	ANJANA SURESH	9048435338
16	ASWATHY MOHANAN	8078920983
17	ATHIRA S	8943325128
18	ATHIRA UNNIKRISHNAN	7034524315
19	ELSA ANTONY K	7994632436
20	GEETHY VARGHESE	9745925639
21	HARITHA T P	9746172270
22	HARSHA MANOJ	8139039616
23	KAVYA SANTHOSH C	8139840600
24	KRISHNAPRIYA T P	7902673596
25	LAKSHMI K B	7902307098
26	MANASI P MENON	8156838150
27	MANJU DAVIS	9539923069
28	MARIA THOMAS	9496051651
29	MARIYA TREESA VINCENT	8111843236
30	MEENAKSHI NAIR J	9447195364
31	MEHAJA P IBRAHIM	7559001004
32	MERITTA SHIBU	9539555707
33	MIDHUN RAJ	8593036248
34	NIMA VARGHESE	9400622686
35	SACHIN SURESH	7510220691
36	SACHIN.S	8547060670
37	SHEKHA E K	9895243548
38	SHIVANI G	9496575687
39	SIDHARTH RAJ K K	9400161649
40	SONU JACOB	8606447553
41	SWEEDIN P P	9447893602

42	VIDHYA PRAKASH T	8129507365
43	ARJUN HARI	9497225328
44	ELSA ANTONY	9072235737
45	GNANA SURIYA S	8129800879
46	KRISHNAJA K	9961518105
47	MEENU YOHANNAN	9447578406
48	MOHIT GIREESH	9495380871
49	SAMGEO SANTHOSH	8289829498
50	SHRADHA AJITH	9567389281
51	SREELAKSHMI M G	9746086205
52	SREYADAS P	8593964264
53	TOM SAJI	9446881301
54	AJITH ANTOO	9061486368
55	ATHUL KRISHNA	9744533805
56	DENIL PAULSON	8943566521
57	GAUTHAM M KRISHNA	9496069637
58	JAYAKRISHNAN P	8111872168
59	JITHIN JOSEPH	7356359356
60	LIJO MON GEORGE	9539486462
61	N. ARUN NARAYANAN	9633600550
62	SHANJITH APREM SHAJI	8606070676
63	SREEJITH R PILLAI	8129266365
64	AATHIRA J FRANKUR	9895125000
65	ABHIJITH P	7994564757
66	ABHISHEK MOHAN	9961975430
67	AHAMMED SARHAN M	9846125401
68	AKASH C S	8281032941
69	AKHILJITH N J	7560963966
70	AKSHAYA RAMESH	8129472341
71	ALTHAF K B	9446079560
72	AMAL BENNY	9495988408
73	ANAGHA K	8281756917
74	ANALA BENNY	9567625689
75	ANANTHU BOSE	9645562831
76	ANJANA MARIA SAVIOUR	7510392002
77	APARNA C P	8606068738
78	ARYA N	9497299716
79	ASHIK K A	7293421682
80	ASHIK POULOSE	9847157539
81	ASHITHA T	8301878734
82	ASHWIN K M	9496727880
83	ASWATHY E S	9349578824

84	ASWATHY R R	7034955470
85	ASWIN K.M	9400183413
86	ATHIRA K	9995196935
87	AYSHA V A	9961088866
88	DAHLIA THERESA N J	7034765904
89	DEEPTHI KURIAN	8547114511
90	DELVIN JOHNSON	9605468607
91	FAMITHA SHAMSUDHEEN	9400264345
92	GAUTHAM GOPI K	7034154285
93	GEETHU BENNYSON	7736664595
94	GOURINANDINI S	9446300000
95	HEBIN KANGAPPADAN	8921266311
96	HILNA SHANU M M	9061465931
97	JACOB PUTHUKKERIL ABRAHAM	8156907221
98	JASEENA T M	8589933845
99	JIBIN VARGHESE	9645140880
100	MANU THOMAS	7034370899

Email	Department
akshayanil007@gmail.com	B.Tech CSE
asniyabas15@gmail.com	B.Tech CSE
deepak.deeraj97@gmail.com	B.Tech CSE
greeshmavenugopal97@gmail.com	B.Tech CSE
jomol96anp@gmail.com	B.Tech CSE
azlamaslu099@gmail.com	B.Tech CSE
praveenprince7165@gmail.com	B.Tech CSE
rahulviswanath98@gmail.com	B.Tech CSE
ranjini888nair@gmail.com	B.Tech CSE
sathikapraveen@gmail.com	B.Tech CSE
selmananver@yahoo.in	B.Tech CSE
subithavs0@gmail.com	B.Tech CSE
sunithasahu8@gmail.com	B.Tech CSE
aleenaavarachan1@gmail.com	B.Tech ECE
anjanasuresht29@gmail.com	B.Tech ECE
aswathymohanavg@gmail.com	B.Tech ECE
binduaranair@gmail.com	B.Tech ECE
a.unnikrishnan@yahoo.in	B.Tech ECE
elsaammu16@gmail.com	B.Tech ECE
geethyvarghese123@gmail.com	B.Tech ECE
haritha.tp22@gmail.com	B.Tech ECE
harshamanoj500@gmail.com	B.Tech ECE
kavyackadavath@gmail.com	B.Tech ECE
krishnapriyaprasad20@gmail.com	B.Tech ECE
lakshmikb1997@gmail.com	B.Tech ECE
scamper4ss@gmail.com	B.Tech ECE
manjudavis10@gmail.com	B.Tech ECE
mariathomasmaliackal@gmail.com	B.Tech ECE
mtvc1997@gmail.com	B.Tech ECE
meenajnair@gmail.com	B.Tech ECE
mehajapibrahim@gmail.com	B.Tech ECE
merittashibuparekkadan@gmail.com	B.Tech ECE
midhunrajmailbox@gmail.com	B.Tech ECE
nimavarghese96@gmail.com	B.Tech ECE
sachinsuresh231997@gmail.com	B.Tech ECE
sachinsureshscms@gmail.com	B.Tech ECE
shekhasajanek@gmail.com	B.Tech ECE
shivanigiri.96@gmail.com	B.Tech ECE
kksidharthraj@gmail.com	B.Tech ECE
sonujacob2015@gmail.com	B.Tech ECE
sweedinpp@gmail.com	B.Tech ECE

vidhyaprakash220@gmail.com	B.Tech ECE
arjunharikkm@gmail.com	B.Tech EEE
elsaantony100@gmail.com	B.Tech EEE
letters2suriya@gmail.com	B.Tech EEE
krishnajak67@gmail.com	B.Tech EEE
meenuyohannan1997@gmail.com	B.Tech EEE
mohitgireesh46@gmail.com	B.Tech EEE
samgeosanthosh10@gmail.com	B.Tech EEE
shradhaajith@gmail.com	B.Tech EEE
sreelakshmimanattu@gmail.com	B.Tech EEE
sreyadasp@gmail.com	B.Tech EEE
tomsajiv@outlook.com, tomsajiv@gmail.com	B.Tech EEE
ajithantoo15@gmail.com	B.Tech ME
athul.krishna85@gmail.com	B.Tech ME
denilp007@gmail.com	B.Tech ME
gauthammkrishna1997@gmail.com	B.Tech ME
jayakrishnanp97@gmail.com	B.Tech ME
jithin7797@gmail.com	B.Tech ME
lijomongearge97@gmail.com	B.Tech ME
arunajay90@gmail.com	B.Tech ME
shanjith.007@gmail.com	B.Tech ME
sreejith.r@live.com	B.Tech ME
aathirafrankur@gmail.com	B.Tech CE
abhijithpradeep12@gmail.com	B.Tech CE
abhishekmohan280@gmail.com	B.Tech CE
ahmdsarhan@gmail.com	B.Tech CE
akashcs.siva@gmail.com	B.Tech CE
akhiljith97@gmail.com	B.Tech CE
aksahyaramesh@gmail.com	B.Tech CE
althafahmed619@gmail.com	B.Tech CE
abamalbenny@gmail.com	B.Tech CE
anurkasthuri731@gmail.com	B.Tech CE
analabenny@gmail.com	B.Tech CE
ananthubose97@gmail.com	B.Tech CE
anjanamsaviour@gmail.com	B.Tech CE
aparnaprakash.ammu@gmail.com	B.Tech CE
aryajprakash@gmail.com	B.Tech CE
ashikfd13@gmail.com	B.Tech CE
ashikpoulo63@gmail.com	B.Tech CE
ashithat97@gmail.com	B.Tech CE
myselfashwinkm@gmail.com	B.Tech CE
aswathyshaji2015@gmail.com	B.Tech CE

aswathyachuz19@gmail.com	B.Tech CE
aswintharayil@gmail.com	B.Tech CE
aathuathirak@gmail.com	B.Tech CE
ayshasalam29@gmail.com	B.Tech CE
dahlianilavareth@gmail.com	B.Tech CE
deepthikurian15@gmail.com	B.Tech CE
delvinjohnsonpadayattil08@gmail.com	B.Tech CE
famithashams@gmail.com	B.Tech CE
gauthamgg18@gmail.com	B.Tech CE
geethubennyson@gmail.com	B.Tech CE
gourinandini@gmail.com	B.Tech CE
hebinkangappadan@gmail.com	B.Tech CE
hilnashanu@gmail.com	B.Tech CE
jacobputhukkeril@gmail.com	B.Tech CE
jaseenamol97@gmail.com	B.Tech CE
jibinchittuparambil@gmail.com	B.Tech CE
manuthomas1996@gmail.com	B.Tech CE



sset last name <sset@scmsgroup.org>

Sutherland Campus Recruitment- 2019

1 message

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>
To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Fri, May 3, 2019 at 4:19 PM

Hi,

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for this FY as well. Please share my contact details with the offered students; **M:** +91 7994649677 **E:** silviya.thankachan@sutherlandglobal.com

Please let me know the joining availability of these candidates to complete further formalities.

Thanks in advance.

**Silviya Thankachan**
Talent Acquisition Cochin
SUTHERLAND**M:** +91 7994649677 **E:** silviya.thankachan@sutherlandglobal.com

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SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : *SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY*

Date : *28-Feb-2019*

Dear *AATHIRAJ FRANKUR*

Congratulations!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ABHISHEK MOHAN - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

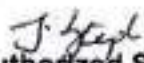
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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

Date : 28 Feb 2019

Dear ANALA BENNY

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear FAMITHA SHAMSUDHEEN - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear GREETHU BENNYSON,

Congratulations!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING AND
TECHNOLOGY.

Date : 28-Feb-2019

Dear GOURINANDINI S

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1St Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear JASEENA TM - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MANU THOMAS - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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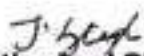
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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ASNIYA C B - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear PRAVEEN PRINCE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear RANJINI P NAIR - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SUBITHA V S - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SUNITHA SAHU - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ASWATHY MOHANAN - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

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- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear ATHIRA S.

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ATHIRA UNNIKRISHNAN - ECE (NON VOICE)

Congratulations!!!

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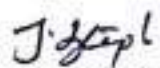
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Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear HARITHA T P - ECE (NON VOICE)

Congratulations!!!

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : *SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY*

Date : *28-Feb-2019*

Dear *MARIYA TREESA VINCENT*

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MEENAKSHI NAIR J - ECE (NON VOICE)

Congratulations!!!

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Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MEHAJA P IBRAHIM - ECE (NON VOICE)

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SACHIN.S - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



FIXED TERM CONTRACT OF EMPLOYMENT

October 7, 2019

Sachin Suresh
NANDANAM,CK ROAD, MANJUMEL
ERNAKULAM, 683501

Dear **Sachin Suresh**,

Congratulations! We welcome you to the family of Sutherland!

With reference to our discussions, we are pleased to appoint you as **Associate-CS Internet (Trainee)**. Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before **October 7, 2019** on the following terms and conditions:

Your place of posting will be at Cochin. However, during your employment with us you may be posted or transferred / attached to any other units / companies / offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **INR 178700/- per annum (One Lakh seventy Eight Seven Hundred only)**, the details of which are given in the annexure of the appointment letter. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

You shall report to the **Business Director** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time. You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

Your contract would start from your date of joining to Sutherland and would end on 31-Dec-2019. There will not be any further extension thereafter. Either party can terminate this contract of employment in 15 days' notice or pay salary in lieu of the same to the other party.

Your Services can be terminated without any notice and inquiry by Company, under the following conditions:

- In case your performance is found to be unsatisfactory (or) you are found violating any disciplinary norms of the organization (or) client.

- In the event of rejection by the client for dishonesty, disobedience, absence from duty without permission or any other act considered detrimental to the interest of the organization, client, (or) violation of one (or) more terms of this appointment.
- Any activity leading to formation of groups, which the organization may feel that such groups may hamper the work, peace and general client relationship.
- Any activity resulting in loss of work at office premises (or) purposive delay of work at an individual capacity (or) in conjunction with other colleagues will be treated as an in disciplinary act and may result in termination of your service without notice or inquiry, with immediate effect.
- Your appointment is being made on the basis of your particulars such as qualifications etc., as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu thereof

Notwithstanding the above, in the event of the project/work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned project/work. Your contractual appointment will automatically come to an end on the expiry of the specified period and no notice pay or retrenchment compensation will be payable to you by the Company. Since your appointment is being made for a specific period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. ...

However, should your termination be due to un authorized absence from duty, non-performance, misconduct, fraud, negligence, theft, wilful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case, the company will not provide 15 days notice.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address, failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. The Company may disclose some or all of your Personal Information to competent authority(ies) in accordance with their directions or to other parties, including our clients, on need-to-know basis, in pursuance of any enquiry or investigation. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department.

You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 58 years.

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full

Relieving Letter & Service Certificate (If employed previously)

Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form –16 along with earnings certificate for IT purpose

Please sign and return the duplicate copy of this letter within 3 days of receiving the same as a confirmation of acceptance of the same, failing which this offer shall stand cancelled, unless a written extension is given.

Sutherland Global Services Private Ltd.
Annexure

Compensation Structure

Name of the Employee: Sachin Suresh

Designation: Associate–CS Internet

Date of Joining: October 7, 2019

Component	Amount PA	Amount PM	Calculation Logic
CTC	178700	14892	Cost to Company
Basic	56053	4671	35% of Gross Pay
HRA	28027	2336	50% of Basic
Bonus	27127	2261	Statutory Bonus as per Act
Special Allowance/Choice	51638	4303	
Gross	162845	13570	
PF – Employer	15855	1321	IF (Gross–HRA)>180000, 21600, (Gross–HRA)*12%
ESI (Employee)	1221	102	0.75% on Gross–Bonus
Total Net Take Home (PA)	145769	12147	Net = Gross – PF – ESI

InsuranceSum insured under Accident Insurance is Rs.5,00,000/–,
Premium Mediclaim is Rs.2,00,000/– for self only.

ESI If your Gross Pay (GrossBonus) is less than Rs.21000/–
per month, an amount equivalent to 0.75% of your gross
salary will be deducted towards ESI every month – For
details you may contact your Program HR Executive

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

Sincerely,
For Sutherland

Shiv Kumar Ganapathi
Associate Vice President and Head of Talent Acquisition, India

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures. I hereby also confirm having received my original copy of this Offer Letter.

Offer electronically accepted by: Sachin Suresh

Offer electronically accepted on: Oct 7, 2019, 9:23 PM GMT+05:30

Signed Offer Letter



PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SACHIN SURESH - ECE (NON VOICE)

Congratulations!!!

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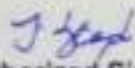
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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Park, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4288 7864
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SHIVANI G - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



sset last name <sset@scmsgroup.org>

Invitation for Shriram Transport Finance Co. Ltd recruitment at MBITS on 7th and 8th February 2019

17 messages

Jenty Joy <jentyjoy@mbits.edu.in>
 To: Training & Placement Cell <placement@mbits.edu.in>
 Bcc: sset@scmsgroup.org

Thu, Jan 17, 2019 at 12:12 PM

Dear Sir/ Madam

We are glad to inform you that Shriram Transport Finance Co. Ltd (<http://stfc.in>) is visiting our campus on **07th & 08th February 2019.**

Please find enclosed herewith the Organization profile and job description for your reference. The recruitment process would be for **Male candidates only** from any specialization in BE/B.Tech/MBA/PGDM fulltime courses. We also advise you to identify the candidates based on their interest towards the job profile; the same would be emphasized at the time of Pre placement talk for better understanding of the participants.

Kindly send the list on or before 25th January 2019 in the given format below:

Format for sending the list (For B-tech)

College Name:								
Sl no	Name	Branch	Mobile No;	Email id	10 th %	12 th %	Btech %	No ; of Backlogs

Format for sending the list (For MBA)

College Name:									
Sl no	Name	Branch	Mobile No;	Email id	10 th %	12 th %	Degree %	MBA %	No ; of Backlogs

--

Regards

Mr Jenty Joy

Head Corporate Relations & Placements

MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]

Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India- 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)

CTIPS (Kerala) Consortium of Technical Institutes for Placement Services

Mob +91 94466 10781,+91 9188825380

Location of MBITS <https://goo.gl/maps/APjCuqBygtu>

STFC MT JD-2019.pdf
 263K

SSET <sset@scmsgroup.org>
 To: Varun Menon G <varunmenon@scmsgroup.org>

Thu, Jan 17, 2019 at 1:24 PM

[Quoted text hidden]

 **STFC MT JD-2019.pdf**
263K
SSET <sset@scmsgroup.org>

Thu, Jan 17, 2019 at 4:20 PM

Bcc: Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, adarsh sasi tk Ashi <adarshsasi@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, althafashruf997@gmail.com, amalnambiar97@gmail.com, Anand Anil <anandanil1997@gmail.com>, Anand U <uanand97@gmail.com>, apu joseph <apujoseph55@gmail.com>, Aravind Uday <aravind.uday97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkturishna01234@gmail.com>, Arjun krishna <arjungkrishna288@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, aswinpushkar@gmail.com, aswin chand <ppaswinlatha@gmail.com>, athuljyothis18@gmail.com, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, vpoyil@yahoo.co.in, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, bonny thomas <bonnythomask@gmail.com>, Dany VA <danyvadassery@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, eby paulachan <ebypaulachan6413@gmail.com>, emmanuel joy <emmanuelJoy11@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, gauthammkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Gokul Anil <gokulanil48@gmail.com>, Hareesh ps <hareeshps418@gmail.com>, "Hari govind .a" <harimadhavam10@gmail.com>, iguzz creations <ignaciouscherian123@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, JEFFREY SHAJI <jeffreyschaji1997@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, jithild@gmail.com, Jithin Joseph <jithin7797@gmail.com>, joel antony <joelantonyalbert@gmail.com>, joseph sabu <josephsabub360@gmail.com>, joswin m o <joswinmo44@gmail.com>, jussaim007@gmail.com, Arunjith Kr <aruvi67@gmail.com>, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Lijo Mon George <lijomongegorge97@gmail.com>, Luke Dennis <lukedennis007@gmail.com>, Mohamadz Sahal <mohammedsahal356@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Nandagopal MNair <nandagopalnmair7@gmail.com>, nandhusanthosh22@gmail.com, Neil Jacob Abraham <neiljacobraham@gmail.com>, Nigal Paul <nigalpaul61@gmail.com>, NIKHIL GEORGE <nikhilpopzgeorge@gmail.com>, nikhil George <nikhilmgeorge@gmail.com>, NITHIN KV <nithinkarakurussi@gmail.com>, Nithin Raveendran <nithinraveendran@gmail.com>, aravindba50@gmail.com, Raghav Sunil <raghavsunil.sachu@gmail.com>, Rahul K Pankajakshan <rahulkpankajakshan@gmail.com>, Rojin Jose <rojinjose282@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, Sanjay Mathew <sanjaymathew83@gmail.com>, Sebastian Jacob <sebjak459@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, Shawn Thomas George <shawnthomas97@gmail.com>, shifashameed16@gmail.com, sreejith.r@live.com, Thoppil Sreejith <tsreejith999@gmail.com>, ts sreejith <sreejithoknow@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Rahul Vinod <rahulvi1987@gmail.com>, Hari Krishnan <harikrishnan910@gmail.com>, j.vaisu97@gmail.com, Varun Jain <vjkhersingh@gmail.com>, Vivek K Sunil <vivekksunil100@gmail.com>, vysakksreenivas@gmail.com, abhay krishnan <abi007krishnan@gmail.com>, "ABHIJITH .V" <abhijithv575@gmail.com>, archeroono Gaming <girarcus@gmail.com>, allrounder sport <abhinandtheallrounder@gmail.com>, Abind Krishna <abindkrishna47@gmail.com>, Ajith Sankar <ajithsankar90@gmail.com>, ALAN ANTO <alananto1997@gmail.com>, albinmp4@gmail.com, allenmathews@rediff.com, Ambady Anil <ambadyanil007@gmail.com>, ANAND KC <anand.appu321@gmail.com>, Athul Ashok <athulashok300696@gmail.com>, Ayoob Ameen <ayoobameenpukodaly@gmail.com>, AZHAR IBRAHIM <azharrockz786@gmail.com>, "Ben k.s" <benchsea@gmail.com>, Bijil Babu <bijilbabu470@gmail.com>, Chandra Prakash <chandrprakashplr@gmail.com>, charukesh pm <pmcharukesh@gmail.com>, "devakrishna c.premji" <devakrishnac@gmail.com>, Godfrin Dual <godfrindualj@gmail.com>, Hashim Hamza <hashimblackkp96@gmail.com>, Jayakrishnan B <jayakrishna50@gmail.com>, jayakrishnan.jkb@gmail.com, joyjithin244@gmail.com, Karthik Ramanathan <karthikramanath96@gmail.com>, Krishna Vini <krishvini1309@gmail.com>, Leo Swithin <leoswithin710@gmail.com>, Rohith M <rohithm26@gmail.com>, MOHAMMED AZIL <azilerattakulam@gmail.com>, Mohammed Shahinsha <shahinsha96@gmail.com>, Sachin George <sachingeorge97@gmail.com>, ROSHAN JOHN MATHEW <rjm77255277cw@gmail.com>, sachin ks <777sachinks@gmail.com>, Jhonson James <shervinjohnson1997@gmail.com>, Stevin Shaji <stevinshaji5777@gmail.com>, thabsheer mon <thabsheermon@gmail.com>, Tuhin Thomas <tuhinthomas24@gmail.com>, Visakh R <v7onthemove@gmail.com>, vishnu vs <vishnuvssetauto@gmail.com>, YADU AKKU <yaduakku572@gmail.com>, Yogendra Pai <yogijpai97@gmail.com>

Dear Students,

Kindly register your names for the **Shriram Transport recruitment drive** with sset@scmsgroup.org on or before **23 January 2019, 10am**.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering



sset last name <sset@scmsgroup.org>

Shriram Result SCMS

Jenty Joy <jentyjoy@mbits.edu.in>
To: SSET <sset@scmsgroup.org>

Tue, Mar 12, 2019

Shriram Result SCMS

1	MTS3289	MIDHUN RAJ	8593036248	MIDHUNRAJMAILBOX@GMAIL.COM	RAJAN NAIR	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
2	MTS3242	GAUTHAM M KRISHNA	9496069637	GAUTHAMMKRISHNA1997@GMAIL.COM	MURALI KRISHNAN K	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
3	MTS3222	INDRAJIT GUHA	9061039402	INDRAJITGUHA.A@GMAIL.COM	PRADEEP KUMAR GUHA	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
4	MTS3249	GOKUL V MENON	7994118510	GOKULVMENON1997@GMAIL.COM	VINOD MENON	BE	SCMS SCHOOL OF ENGINEERING TECHNOLOGY
5	MTS3290	SACHIN S	8547060670	SACHINSURESHSCMS@GMAIL.COM	SURESH KUMAR N	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
6	MTS3217	JITHIN JOSEPH	7356359356	JITHIN7797@GMAIL.COM	JOSEPH AM	BE	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

--Dear sir
please find the final result of SHRIRAM All selected candidates will receive a formal selection mail to their given email id.
Regards

Mr Jenty Joy
Head Corporate Relations & Placements
MAR BASELIOS INSTITUTE OF TECHNOLOGY AND SCIENCE [MBITS]
Nellimattom P.O., Kothamangalam, Ernakulam District, Kerala, India - 686693

Vice Chairman - Placement Officers Kerala Group (CTIPS)
CTIPS (Kerala) Consortium of Technical Institutes for Placement Services
Mob +91 94466 10781, +91 9188825380
Location of MBITS <https://goo.gl/maps/APjCuqBygtu>

March 22,2019



Ref No:CAN049700

Mr.GOKUL.V.MENON

Flat Number 6H,Sanathi Lotus,Kadathkadavu Road Aluva,
Kochi,
Kerala-683101.

Mob No.: 7994118510

Dear **Mr.GOKUL.V.MENON** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of **Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)**
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
 - a. Educational qualifying degree/provisional certificate and Mark sheets
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.

Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shiv Chambers 1St Floor B Wing Sector 11 C B D Belapur, Navi Mumbai – 400614. Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4 Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax :+91 44 2499 3272.
Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22, 2019



Ref No: CAN049702

Mr. MIDHUN RAJ

Greeshmam, Cherumangadu, Puthoor Po Kollam,
Puthoor,
Kerala - 691507,
Mob No.: 8593036248

Dear Mr. MIDHUN RAJ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

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Best Wishes,

HR Department

(ACCEPTED) Midhun. Raj

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Registered Office: Mookambika Complex, 3rd Floor, No. 4, Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax: +91 44 2499 3272.
Website: www.stfc.in | Corporate Identity Number(CIN): L65191TN1879PLC007874.

March 22,2019



Ref No:CAN049703

Mr.SACHIN S

Nelliyullathil (Ho) Bhoomivathukkal (Po) Valayam (Via) Kozhikode (Dist),
Kozhikode,
Kerala-673517.

Mob No.: 8547060670

Dear **Mr.SACHIN S**,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

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Best Wishes,

HR Department

(ACCEPTED)

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Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22,2019



Ref No:CAN049695

Mr.INDRAJIT GUHA

16/380 Jyotsna Nivas ,Ambalakadavu Road,Cheranelloor, Kochi,
Kochi,
Kerala-682034.

Mob No.: 9061039402

Dear **Mr.INDRAJIT GUHA** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

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Best Wishes,

HR Department

(ACCEPTED)

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Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22,2019



Ref No:CAN049699

Mr.GAUTHAM M KRISHNA

Jyothi 55/856,Puthiya Road, Kadavantra Ernakulam,
Ernakulam,
Kerala-682020.

Mob No.: 9496069637

Dear **Mr.GAUTHAM M KRISHNA** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

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We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

(ACCEPTED)

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Website : www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

March 22, 2019



Ref No:CAN049694

Mr.JITHIN JOSEPH

Antheenatt (Ho) Koodaranji (Po) Thiruvambady (Via) Kozhikode,
Kozhikode,
Kerala-673604.

Mob No.: 7356359356

Dear Mr.JITHIN JOSEPH,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

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Best Wishes,

HR Department



(ACCEPTED)

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Registered Office: Mookambika Complex, 3rd Floor, No. 4 Lady Dadasaheb Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel.: +91 44 2499 0356 | Fax: +91 44 2499 3272.
Website: www.stfc.in | Corporate Identity Number(CIN)-L85151TN1979PLC007874



sset last name <sset@scmsgroup.org>

Re: Byjus recruitment on 27th Feb 2019 at SCMS Muttom only for Male candidates

1 message

SSET <sset@scmsgroup.org>

Tue, Feb 26, 2019 at 1:33 PM

Bcc: Akshay Anil <akshayanil007@gmail.com>, Ash B <asniyabas15@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, athira000babu@gmail.com, Deepak Deeraaj <deepak.deeraaj97@gmail.com>, derin.jose01@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Pavithra Guru <pavigurur@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, ranjini888nair@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akshaisuresh8@gmail.com, Alex Mathew <alexmathewvattoly@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Derick davis <derickd20000@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, haritha.tp22@gmail.com, harshamanoj500@gmail.com, Jonath Tharian <jonathitype@yahoo.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, Jose Paul <pauljose12@gmail.com>, manjudavis10@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, shilpapprasad1997@gmail.com, SONU JACOB <sonujacob2015@gmail.com>, vidhya prakash t <vidhyaprakash220@gmail.com>, Akhila Anil <akhilaanilseven@gmail.com>, Anjana Warriar T <anjanatwarrior@gmail.com>, ARJUN HARI <arjunharikk@gmail.com>, elsa antony <elsaantony100@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, krishnaja k <krishnajak67@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, SANJU BHASKAR KOCHUPURACKAL SINDHURAJ <sanjusindhuraj@gmail.com>, shradhaajith@gmail.com, sreelakshminanattu@gmail.com, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, "Padmakumar P.K" <pradeeppadmakumar@gmail.com>, WILLFRED M VARGHESE <willfredmvarghese2020@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekanpanatt@gmail.com>, adarsh sasi tk Ashi <adarshsasitk@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, althafashruf997@gmail.com, Alex rocks <babyalex00@gmail.com>, amalnambiar97@gmail.com, Anand U <uanand97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, aswin chand <ppaswinlatha@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, gauthammkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, Jithin Joseph <jithin7797@gmail.com>, jithild@gmail.com, Arunjith Kr <aruvi67@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, manumohan0173@gmail.com, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, NITHIN KV <nithinkarakurussi@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, sajith m p <sajithmp97@gmail.com>, Saul Joy <saul12joy@gmail.com>, shifashameed16@gmail.com, vishnu vs <vishnuvssetauto@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, Abhijith pradeep <abhijithpradeep12@gmail.com>, Abhishek Mohan <abhishekmohan280@gmail.com>, Sarhan Ahmd <ahmdsarhan@gmail.com>, Akash Cs <akashcs.siva@gmail.com>, Akhil Jith <akhiljith97@gmail.com>, Althaf ahmed kb <althafahmed619@gmail.com>, Amal Benny FaKeD <abamalbenny@gmail.com>, AMAL HEMARAJ <amalhemaraj@gmail.com>, Anala Benny <analabenny@gmail.com>, ANANTHU BOSE <ananthubose97@gmail.com>, arshak p <arshakp94@gmail.com>, Ashik Ali <ashikfd13@gmail.com>, ashikpoulo63@gmail.com, Ashitha Thampi <ashithat97@gmail.com>, Aswathy Ravindran <aswathyachuz19@gmail.com>, Athira K <aathuathirak@gmail.com>, aysha salam <ayshasalam29@gmail.com>, Dahlia Theresa <dahlilianilavareth@gmail.com>, Dakshine Dxn <dakshined@gmail.com>, Delvin Johnson <delvinjohnsonpadayattil08@gmail.com>, Devassy Pauly <devassypauly@gmail.com>, gauthamgg18@gmail.com, gourinandini@gmail.com, Hebin kangappadan <hebin kangappadan@gmail.com>, Jacob Abraham <jacobputhukkeril@gmail.com>, Jibin Varghese <jibinchittuparambil@gmail.com>, Manu Thomas <manuthomas1996@gmail.com>, Rohith Menon <rohithmenon367@gmail.com>, Cyril Varghese <cyrilvarghesedavis333@gmail.com>, Gifty George <giftygeorge101@gmail.com>, Aginu jose Kariyatty <aginu jose kariyatty@gmail.com>, rijo.3475@gmail.com, Rijo k <rijo.kokkatt@gmail.com>, sachin ks <777sachinks@gmail.com>

Dear Students,

As per the **latest intimation** received from **Byjus**, kindly note that **Byjus recruitment drive** is scheduled only for **Male candidates**.

Sorry for the inconvenience caused in this regard to our female candidates.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

On Tue, Feb 26, 2019 at 12:21 PM SSET <sset@scmsgroup.org> wrote:

Dear Students,

Find the details of Byjus recruitment drive and the Job Profile attached.

Organization : **BYJU'S THINK AND LEARN PVT. LTD.**
Job Title : Business Development Associate (BDA)
Date : **27th February 2019**
Reporting time : 9.15 a.m.
Venue : SCMS-COCHIN, Muttom

Company Profile: Think & Learn Pvt Ltd is a pioneer in the global edtech segment and the parent company of **Byju's the Learning app**, the largest K12 learning app in the world with over 10million students learning with us. A winner of the Deloitte Fastest 50 India Award for six years in a row and a winner of the Fastest 300 Asia Award for the last three years, the company has doubled its growth year on year. Byju's the Learning App provides lessons in math and science for students from grade 4 to 12 through formats such as videos, tests, quizzes, personalised learning paths and even games. There are programs also for competitive examinations like the JEE, NEET, CAT, GRE, GMAT and UPSC. Byju's Learning App is a giant in the global edtech space with an array of investors valuing the company at thousands of crores. It was also the first Asian company to get the backing of Facebook's founder Mark Zuckerberg. Our employees can look forward to multiple benefit schemes starting from incentives, impact bonuses, travel incentives, health benefits and much more & if you are passionate about making India and the world Think & Learn through various platforms, modes and pedagogies then look no further!

Job Description: Candidates will begin in an individual contributor's role, working in a team of go-getters to help spread the Byju's way of Learning in your city. You would be showcasing the unique Byju's way of Learning to students and parents and will be responsible for mentoring and sales in your designated zone.

Sector: Sales, Marketing, Business Development.

Preferred Skill Sets:

Keen interest in education, Being interested in mentoring students, A knack for sales and positioning an idea.

Locations: Across India

Academic Qualification: B.E / B.Tech, Post graduation

UG/PG Cut-off Score: 6 CGPA or 60% and above.

10th Score: Above 75%.

Selection Process: Group and Personal Rounds.

CTC for BDA: 10 lakhs (7 L fixed and 3L Performance Pay)

Candidates should have:

- 1 copy of RESUME
- One sets of copies of your mark lists [10th/12th/Graduation]
- One passport size photograph attached to the resume
- College ID Card

Imp: Be in proper and neat college uniform.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>



sset last name <sset@scmsgroup.org>

Fwd: Recruitment Drive Result

2 messages

George Joseph <georgejoseph@scmsgroup.org>
To: sset last name <sset@scmsgroup.org>

Wed, Mar 13, 2019 at 9:44 AM

----- Forwarded message -----

From: **ARCHA B. R.** <archa.br@byjus.com>
Date: Tue, Mar 12, 2019 at 6:46 PM
Subject: Fwd: Recruitment Drive Result
To: George Joseph <georgejoseph@scmsgroup.org>
Cc: Gokul S <gokul.s@byjus.com>

Greetings from Byju's.

Dear All,

Please find below the result for the campus drive held at Rajagiri College Kochi

A total of 02 students have been selected.

Althaf
Gokul Anil

Please note that an individual joining link and intimation will be received by the candidates for there joining location and training with us.

Kindly help us with the contact information listed as that will be our mode of communication with them.

With Regards**Archa.B.R****Business Development Manager****Ph:No:7406048855**

Think & Learn Pvt Ltd | Winner of CNBC-TV 18 Emerging India Award (Education)
Winner of NDTV-Profit Business & Service Excellence Award|
Winner of Deloitte Technology Fast 50 Award 2012, 2013 &2014|



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Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed

to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

SSET <sset@scmsgroup.org>

Wed, Mar 13, 2019 at 9:55 AM

To: Gokul Anil <gokulanil48@gmail.com>, Akshay Anil <akshayanil007@gmail.com>, Ash B <asniyabas15@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, athira000babu@gmail.com, Deepak Deeraaj <deepak.deeraaj97@gmail.com>, derin.jose01@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Pavithra Guru <pavigurur@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, ranjini888nair@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akshaisuresh8@gmail.com, Alex Mathew <alexmathewvattoly@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Derick davis <derickd20000@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, hariitha.tp22@gmail.com, harshamanoj500@gmail.com, Jonath Tharian <jonathiyep@yahoo.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, Jose Paul <pauljose12@gmail.com>, manjudavis10@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, shilpapprasad1997@gmail.com, SONU JACOB <sonujacob2015@gmail.com>, vidhya prakash t <vidhyaprakash220@gmail.com>, Akhila Anil <akhilaanilseven@gmail.com>, Anjana Warriier T <anjanatwarrier@gmail.com>, ARJUN HARI <arjunharikkm@gmail.com>, elsa antony <elsaantony100@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, krishnaja k <krishnajak67@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, SANJU BHASKAR KOCHUPURACKAL SINDHURAJ <sanjusindhuraj@gmail.com>, shradhaajith@gmail.com, sreelakshmiranattu@gmail.com, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, "Padmakumar P.K" <pradeppadmakumar@gmail.com>, WILLFRED M VARGHESE <willfredmvarghese2020@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekanpanatt@gmail.com>, adarsh sasi tk Ashi <adarshsasitk@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, althafashruf997@gmail.com, Alex rocks <babyalex00@gmail.com>, amalnambar197@gmail.com, Anand U <uanand97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, aswin chand <ppaswinlatha@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, gauthammkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, Jithin Joseph <jithin7797@gmail.com>, jithild@gmail.com, Arunjith Kr <aruvi67@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, manumohan0173@gmail.com, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, NITHIN KV <nithinkarakurussi@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, sajith m p <sajithmp97@gmail.com>, Saul Joy <saul12joy@gmail.com>, shifashameed16@gmail.com, vishnu vs <vishnuvssetauto@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, Abhijith pradeep <abhijithpradeep12@gmail.com>, Abhishek Mohan <abhishekmohan280@gmail.com>, Sarhan Ahmd <ahmdsarhan@gmail.com>, Akash Cs <akashcs.siva@gmail.com>, Akhil Jith <akhiljith97@gmail.com>, Althaf ahmed kb <althafahmed619@gmail.com>, Amal Benny FaKeD <abamalbenny@gmail.com>, AMAL HEMARAJ <amalhemaraj@gmail.com>, Anala Benny <analabenny@gmail.com>, ANANTHU BOSE <ananthubose97@gmail.com>, arshak p <arshakp94@gmail.com>, Ashik Ali <ashikfd13@gmail.com>, ashikpoulo63@gmail.com, Ashitha Thampi <ashithat97@gmail.com>, Aswathy Ravindran <aswathyachuz19@gmail.com>, Athira K <aathuathirak@gmail.com>, aysha salam <ayshasalam29@gmail.com>, Dahlia Theresa <dahlianilavareth@gmail.com>, Dakshine Dxn <dakshined@gmail.com>, Delvin Johnson <delvinjohnsonpadayattil08@gmail.com>, Devassy Pauly <devassypauly@gmail.com>, gauthamgg18@gmail.com, gourinandini@gmail.com, Hebin kangappadan <hebin kangappadan@gmail.com>, Jacob Abraham <jacobputhukkeril@gmail.com>, Jibin Varghese <jibinchittuparambil@gmail.com>, Manu Thomas <manuthomas1996@gmail.com>, Rohith Menon <rohithmenon367@gmail.com>, Cyril Varghese <cyrilvarghesedavis333@gmail.com>, Gifty George <giftygeorge101@gmail.com>, Aginu jose Kariyatty <aginu jose kariyatty@gmail.com>, Rijo k <rijo.kokkatt@gmail.com>

Dear Students,

Congrats for the Byjus offer.

Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

----- Forwarded message -----

From: **George Joseph** <georgejoseph@scmsgroup.org>
Date: Wed, Mar 13, 2019 at 9:48 AM
Subject: Fwd: Recruitment Drive Result
To: sset last name <sset@scmsgroup.org>

----- Forwarded message -----

From: **ARCHA B. R.** <archa.br@byjus.com>
Date: Tue, Mar 12, 2019 at 6:46 PM
Subject: Fwd: Recruitment Drive Result
To: George Joseph <georgejoseph@scmsgroup.org>
Cc: Gokul S <gokul.s@byjus.com>

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A total of 02 students have been selected.

Althaf
Gokul Anil

Please note that an individual joining link and intimation will be received by the candidates for there joining location and training with us.

Kindly help us with the contact information listed as that will be our mode of communication with them.

With Regards
Archa.B.R
Business Development Manager
Ph:No:7406048855

Think & Learn Pvt Ltd | Winner of CNBC-TV 18 Emerging India Award (Education)
Winner of NDTV-Profit Business & Service Excellence Award|
Winner of Deloitte Technology Fast 50 Award 2012, 2013 &2014|



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[Quoted text hidden]



sset last name <sset@scmsgroup.org>

ELEATION's Placement Drive : For Mechanical & Civil Engineering Students : 2019 Batch

8 messages

Pradeep Akolkar <pradeepakolkar@eleation.com>
To: sset@scmsgroup.org, varunmenon@scmsgroup.org
Cc: Apoorv Bapat <apoorvbapat@eleation.com>

Fri, Feb 22, 2019 at 4:05 PM

Dear Dr. Varun G. Menon,

Greetings from ELEATION...!!!

ELEATION is a leading CAE Service based Company; ELEATION Services Pvt. Ltd. Has started In December 2015 for simulating Industrial Problems on CAE domains, with 600+ satisfied customers we are leading Service based company in CAE Domain.

We are the leading CAE services industry with more than 600 company tie-up for various projects in Crash, Fatigue, Structural, Optimization, etc. based on the current man power requirement of ELEATION, we would like to conduct placement drive for 4th year Mechanical, Civil, Product and Automobile Engineering students.

In academic year 2017-18, we have conducted 100+ on-campus placement drives in Maharashtra, Tamil Nadu, Karnataka, Telangana, and Madhya Pradesh. ELEATION Academy has already hired 72 Engineers from Pune University, 36 Engineers from SAEIndia BAJA and 38 Engineers from other leading universities.

Number of positions : 80

Job Location : Pune

CTC : 2.4 Lakhs

Please find the attached PDF containing the details regarding:

1. Job Description
2. Selection Procedure
3. Qualifying criteria
4. CTC

We request you to share suitable dates as per your schedule to conduct the placement drive.

Note : we don't charge for Placement and hiring either from students nor for colleges.

If you need any updates from us feel free to contact.

Regards,

Pradeep Akolkar

HR and Marketing Manager

ELEATION

+91-8600868911



[Elevation - YouTube](#)

[Elevation - Facebook](#)

[Elevation - LinkedIn](#)

www.eleation.com



ELEATION Placement Procedure.pdf

429K

SSET <sset@scmsgroup.org>

Wed, Mar 6, 2019 at 3:15 PM

To: Pradeep Akolkar <pradeepakolkar@eleation.com>, Apoorv Bapat <apoorvbapat@eleation.com>

Dear Sir,

Thanks for the invitation extended to our students regarding the placement drive to be scheduled by your esteemed organization. AS per the mail, I am attaching herewith the details of our 110 candidates for the selection process.

Kindly make it convenient to conduct the PPT, Written and Tool test on 15th or 18th March 2019. Kindly confirm the date and hope this will be direct recruitment to the company

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]



SSET-Eleation 19.xls

78K

Pradeep Akolkar <pradeepakolkar@eleation.com>

Thu, Mar 7, 2019 at 12:56 PM

To: SSET <sset@scmsgroup.org>

Cc: Apoorv Bapat <apoorvbapat@eleation.com>

Dear Dr. Varun G. Menon

Greetings from ELEATION...!!!

Thanks for showing interest in ELEATION's Placement Drive..

We will conduct the drive on 15th of March 2019 at 10am.

Please find the below process which we will follow on 15th of March 2019:

1. Please assemble all the student to seminar hall / conference hall
2. We need projector so that students can see the presentation
3. We need speaker facility so that students can listen the presentation
4. We need laptop / desktop connected to projector and speaker with internet facility so that you can run the Pre-placement talk video
5. **Please use the below link to play the Pre-placement talk video**
https://youtu.be/Ft5teJv-0_A
6. After the Pre-placement talk if students have any issue/query they can contact us at apoorvbapat@eleation.com
7. After pre-placement talk we will start with Online Technical test
8. **Please use the below link which we will use to conduct the online technical test.**
<https://goo.gl/forms/BtuyzhsDgBO85qDy1>
9. Currently the above link is not active, please let me know when at what time you want to start the test, we will activate the link accordingly.
10. The test is for 1 hour
11. To clear the technical test, students have to score 80 or more marks.
12. After the technical test, we will share the results with you as well as students and detailed process about the next round.

If you need any updates from us feel free to contact.

Regards,

Pradeep Akolkar

Marketing Manager

ELEATION

+91-8600868911





sset last name <sset@scmsgroup.org>

ELEATION's Placement Drive : First Round Results : SCMS SCHOOL OF ENGINEERING & TECHNOLOGY

2 messages

Apoorv Bapat <apoorvbapat@eleation.com>

Fri, Mar 15, 2019 at 11:06 AM

To: sset@scmsgroup.org, varunmenon@scmsgroup.org

Cc: ahmdsarhan@gmail.com, manuthomas1996@gmail.com, maheshchandrababu97@gmail.com, aathirafrankur@gmail.com, uanand97@gmail.com, rohithmenon367@gmail.com, hebinkangappadan@gmail.com, gowripushparaj@gmail.com, basilbiju97@gmail.com, arjunrch@gmail.com, sebastianrobin543@gmail.com, tonyjoy60@gmail.com, niyazs2198@gmail.com, nithinkarakurussi@gmail.com, rahulvi1987@gmail.com, melvinjustice98@gmail.com, arjunkturishna01234@gmail.com, joswinmo44@gmail.com, yogijpai97@gmail.com, abhishekmohan280@gmail.com, albinmp4@gmail.com, sai2j07@gmail.com, deepthikurian15@gmail.com, jaseenamol97@gmail.com, hilnashanu@gmail.com, jacobputhukkeril@gmail.com, ajithantoo15@gmail.com, aruvi67@gmail.com, SEBJAK459@gmail.com, roshanmhammad@gmail.com, vishnujanair@gmail.com, abhishekanpanatt@gmail.com, gourinandini@gmail.com, thomsonnkmeloor@gmail.com, thakku27@gmail.com, nasnananditha@gmail.com, ashithat97@gmail.com, sunairah96@gmail.com, ayshasalam29@gmail.com, lukedennis007@gmail.com, gopikrishnan5452@gmail.com, aryajprakash@gmail.com, shanjith.007@gmail.com, km.akhil005@gmail.com, naveengoploo@gmail.com, lakshmisani@rocketmail.com, risvantmajeed.17@gmail.com, cyrilvarghesedavis333@gmail.com, dahlianilavareth@gmail.com, dakshined@gmail.com, radhudileep@gmail.com, ashikfd13@gmail.com, rahulmenon1996@gmail.com, sajithmp97@gmail.com, jibinchittuparambil@gmail.com, arjun.mp350@gmail.com, serinajoseph07@gmail.com, analabenny@gmail.com, anilanto007@gmail.com, shivani.vinu11@gmail.com, greetyc@gmail.com, kaleeswar666@gmail.com, stevinshaji5777@gmail.com, indrajitguha.a@gmail.com, geethubennyson@gmail.com, meeraammu997@gmail.com, 777sachinks@gmail.com, abamalbenny@gmail.com, jomyjose096@gmail.com, kurianpaul10@gmail.com, akhiljith97@gmail.com, annnikhila@gmail.com, tuhinthomas24@gmail.com, kvsreehari98@gmail.com, gauthamgg18@gmail.com, sheethalsanthoshkalathil@gmail.com, devassypauly@gmail.com, vishnumurali973@gmail.com, ritheshkthomas@gmail.com, a3sboss@gmail.com, gauthammkrishna1997@gmail.com, aathuathirak@gmail.com, sreenathsreedhara21@gmail.com, alananto1997@gmail.com, malavika6545@gmail.com, aksahyaramesh@gmail.com, aswathysahaji2015@gmail.com, aswintharayil@gmail.com, aparnaprakash.ammu@gmail.com, arya000k@gmail.com, nithinvs134@gmail.com, venkiteshpsuresh9@gmail.com, jiyajoy397@gmail.com, mohammednihal97@gmail.com, alanejedappilly@gmail.com, vinaykpu424@gmail.com, arshakp94@gmail.com, anjanamsaviour@gmail.com

Dear Sujitha Vinod, Dr. Varun G. Menon and Students,

Greetings from ELEATION...!!!

Today we have conducted Pre-placement talk and Online Technical test, total 98 students gave the online technical test.

As per ELEATION's Qualifying Criteria students have to score 80 or more marks to clear the first round.

As no student have scored 80 or more marks, so I am sorry to inform you that we can't conduct the next rounds of placement process.

Please find the below Score, Name, Email ID and Contact number of all 98 students.

Feel free to contact in case you need any updates from us.

Score	Full Name	Email ID	Mobile Number

68 / 100	Ahammed Sarhan M	ahmdsarhan@gmail.com	9846125401
62 / 100	Manu	manuthomas1996@gmail.com	7034370899
62 / 100	K Mahesh Chandrababu	mareshchandrababu97@gmail.com	9496721996
60 / 100	AATHIRA J FRANKUR	aathirafrankur@gmail.com	8138905567
60 / 100	Anand U	uanand97@gmail.com	7558938624
58 / 100	ROHITH MENON	rohithmenon367@gmail.com	7012693598
58 / 100	hebin kangappadan	hebinkangappadan@gmail.com	8921266311
58 / 100	GOWRI P	gowripushparaj@gmail.com	7907730256
56 / 100	basil biju	basilbiju97@gmail.com	9961588207
56 / 100	arjun ravindran	arjunrch@gmail.com	9447974051
56 / 100	Robin Sebastian	sebastianrobin543@gmail.com	9048340609
54 / 100	TONY JOY M	tonyjoy60@ymail.com	7560949188
54 / 100	MUHAMMED NIYAZ N A	niyazs2198@gmail.com	9061411437
54 / 100	NITHIN K	nithinkarakurussi@gmail.com	9495379930
52 / 100	v rahul	rahulvi1987@gmail.com	8921062443
52 / 100	Melvin Jestice	melvinjestice98@gmail.com	9497036646
52 / 100	ARJUN B V	arjunkrishna01234@gmail.com	9995130773
52 / 100	Joswin M O	joswinmo44@gmail.com	9562803625
50 / 100	Yogendra J Pai	yogijpai97@gmail.com	8893341422
50 / 100	Abhishek Mohan	abhishekmohan280@gmail.com	9961975430
50 / 100	ALBIN M P	albinmp4@gmail.com	7025303482
50 / 100	Sailesh.P.Kamath	sai2j07@gmail.com	7012263544
50 / 100	DEEPTHI KURIAN	deepthikurian15@gmail.com	9447605097

Date: 22-03-2019

Offer letter

Dear Manu,

Congratulations from ELEATION...!!!

Based on your performance in Online Test and Technical Interview, we are pleased to offer you the position of **CAE trainee** in ELEATION.

Your appointment and joining date is subjected to following points:

1. You have to complete ELEATION's ANSYS Level – 1 and ELEATION's HyperWorks Level – 1 Training Course from ELEATION's Online Courses.
2. You have to submit the complete homework and assignment shared with you during the training.
3. You have to clear the online test, tool test and Technical Interview which we will conduct after the training.

Your joining date is subjected to your performance in the test and interview which will be conducted after the training. Under any circumstances if you fail to meet the required standards and/or fail to qualify the test and/or the interview, your joining will be terminated. Company is not liable in any case.

For completing the joining formalities you are required to submit some relevant documents, you can refer to **Annexure A** for the list of those documents.

We are pleased to inform you that your CTC will be INR 2.4 lakhs, and will be applicable from the date of joining.

Thank you,
Sincerely,

ELEATION.

PRINCIPAL's NAME & SIGNATURE

PLACEMENT OFFICER's NAME & SIGNATURE

HOD's NAME & SIGNATURE

ANNEXURE A

DOCUMENTS CHECKLIST

Scanned copies of the following documents are required to be submitted on hr@eleation.com along with duly signed offer letter by the mentioned authorities. If the employee fails to submit one or more of the required documents his/her joining formalities would be kept on hold.

A. Education Documents:

1. 10th and 12th or diploma mark sheets
2. Degree certificate and mark sheets
3. PG certificate and mark sheets
4. Any other certification (if applicable)

B. Personal documents:

1. Marriage certificate (if applicable)
2. PAN Card
3. Aadhar Card
4. Electricity bill or rent agreement (local and permanent address both)

ACCEPTANCE OF OFFER

I have read the offer letter and the annexed policies. I hereby accept the offer on the aforesaid terms. I solemnly affirm that I am not under any medication on account of any medical condition which may adversely affect the performance of my duties in the event of my appointment pursuant to my acceptance of this offer.

I shall join my duties with effect from the date mentioned in this document. In case of delays in joining, I shall inform the concerned authority well in advance in writing.

Name: _____

Date: _____

Place: _____

Signature: _____

Date: 22-03-2019

Offer letter

Dear K Mahesh Chandrababu,

Congratulations from ELEATION...!!!

Based on your performance in Online Test and Technical Interview, we are pleased to offer you the position of **CAE trainee** in ELEATION.

Your appointment and joining date is subjected to following points:

1. You have to complete ELEATION's ANSYS Level – 1 and ELEATION's HyperWorks Level – 1 Training Course from ELEATION's Online Courses.
2. You have to submit the complete homework and assignment shared with you during the training.
3. You have to clear the online test, tool test and Technical Interview which we will conduct after the training.

Your joining date is subjected to your performance in the test and interview which will be conducted after the training. Under any circumstances if you fail to meet the required standards and/or fail to qualify the test and/or the interview, your joining will be terminated. Company is not liable in any case.

For completing the joining formalities you are required to submit some relevant documents, you can refer to **Annexure A** for the list of those documents.

We are pleased to inform you that your CTC will be INR 2.4 lakhs, and will be applicable from the date of joining.

Thank you,
Sincerely,

ELEATION.

PRINCIPAL's NAME & SIGNATURE

PLACEMENT OFFICER's NAME & SIGNATURE

HOD's NAME & SIGNATURE

ANNEXURE A

DOCUMENTS CHECKLIST

Scanned copies of the following documents are required to be submitted on hr@eleation.com along with duly signed offer letter by the mentioned authorities. If the employee fails to submit one or more of the required documents his/her joining formalities would be kept on hold.

A. Education Documents:

1. 10th and 12th or diploma mark sheets
2. Degree certificate and mark sheets
3. PG certificate and mark sheets
4. Any other certification (if applicable)

B. Personal documents:

1. Marriage certificate (if applicable)
2. PAN Card
3. Aadhar Card
4. Electricity bill or rent agreement (local and permanent address both)

ACCEPTANCE OF OFFER

I have read the offer letter and the annexed policies. I hereby accept the offer on the aforesaid terms. I solemnly affirm that I am not under any medication on account of any medical condition which may adversely affect the performance of my duties in the event of my appointment pursuant to my acceptance of this offer.

I shall join my duties with effect from the date mentioned in this document. In case of delays in joining, I shall inform the concerned authority well in advance in writing.

Name: _____

Date: _____

Place: _____

Signature: _____

Date: 22-03-2019

Offer letter

Dear Ahammed Sarhan M,

Congratulations from ELEATION...!!!

Based on your performance in Online Test and Technical Interview, we are pleased to offer you the position of **CAE trainee** in ELEATION.

Your appointment and joining date is subjected to following points:

1. You have to complete ELEATION's ANSYS Level – 1 and ELEATION's HyperWorks Level – 1 Training Course from ELEATION's Online Courses.
2. You have to submit the complete homework and assignment shared with you during the training.
3. You have to clear the online test, tool test and Technical Interview which we will conduct after the training.

Your joining date is subjected to your performance in the test and interview which will be conducted after the training. Under any circumstances if you fail to meet the required standards and/or fail to qualify the test and/or the interview, your joining will be terminated. Company is not liable in any case.

For completing the joining formalities you are required to submit some relevant documents, you can refer to **Annexure A** for the list of those documents.

We are pleased to inform you that your CTC will be INR 2.4 lakhs, and will be applicable from the date of joining.

Thank you,
Sincerely,

ELEATION.

PRINCIPAL's NAME & SIGNATURE

PLACEMENT OFFICER's NAME & SIGNATURE

HOD's NAME & SIGNATURE

ANNEXURE A

DOCUMENTS CHECKLIST

Scanned copies of the following documents are required to be submitted on hr@eleation.com along with duly signed offer letter by the mentioned authorities. If the employee fails to submit one or more of the required documents his/her joining formalities would be kept on hold.

A. Education Documents:

1. 10th and 12th or diploma mark sheets
2. Degree certificate and mark sheets
3. PG certificate and mark sheets
4. Any other certification (if applicable)

B. Personal documents:

1. Marriage certificate (if applicable)
2. PAN Card
3. Aadhar Card
4. Electricity bill or rent agreement (local and permanent address both)

ACCEPTANCE OF OFFER

I have read the offer letter and the annexed policies. I hereby accept the offer on the aforesaid terms. I solemnly affirm that I am not under any medication on account of any medical condition which may adversely affect the performance of my duties in the event of my appointment pursuant to my acceptance of this offer.

I shall join my duties with effect from the date mentioned in this document. In case of delays in joining, I shall inform the concerned authority well in advance in writing.

Name: _____

Date: _____

Place: _____

Signature: _____



sset last name <sset@scmsgroup.org>

Fwd: Federal Bank Campus Recruitment Process 2018 -19 (Non – Officer Cadre) - Student registration Link

8 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Thu, Feb 14, 2019 at 6:56 AM

----- Forwarded message -----

From: <admin@hirepro.in>

Date: Wed, Feb 13, 2019 at 9:20 PM

Subject: Federal Bank Campus Recruitment Process 2018 -19 (Non – Officer Cadre) - Student registration Link

To: <varunmenon@scmsgroup.org>

**Campus Recruitment Process 2018-19 (Non - Officer Cadre)****Dear Placement Officer SCMSSET Ernakulam,**

Greeting from Federal Bank!

We are pleased to confirm campus recruitment drive at your institute on 25/Feb/2019.

In continuation to the same, we would like students to register through the below mentioned link.

<https://federalbank.hirepro.in/?event=8813&campus>**Note: While registering the marks across education should be in percentage only (Out of 100).**

Please communicate the same to eligible candidates.

Regards

Campus Recruitment Team - Federal Bank


--

Thanks and Regards,

Dr. Varun G Menon

Associate Professor, Computer Science Engineering
 ACM Distinguished Speaker
 Corporate Relations and International Collaborations-in charge
 SCMS School of Engineering and Technology
 SCMS Group of Educational Institutions
 Karukutty, Ernakulam, Kerala, India - 683 582
 Office: +91-484-2450330 Mob: +91-8714504684
 Web: <http://www.scmsgroup.org>




 **eaab17e0-7d34-457a-9c22-56cae583d5b2Job_Descriptions_-_Clerks.pdf**
 518K

Dr. Varun G Menon <varunmenon@scmsgroup.org>
 To: SSET <sset@scmsgroup.org>

Thu, Feb 14, 2019 at 8:08 AM

[Quoted text hidden]

 **eaab17e0-7d34-457a-9c22-56cae583d5b2Job_Descriptions_-_Clerks.pdf**
 518K

SSET <sset@scmsgroup.org>

Fri, Feb 15, 2019 at 1:00 PM

Bcc: abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, Ahmed Sharafudeen <ahmedzsha97@gmail.com>, aishwarya johnson <aishwaryajohnsonpl@gmail.com>, ajaisooryan@yahoo.com, Ajay Warriar <ajayrwarrier@gmail.com>, Akhil Anders JR <akhilandersjr@gmail.com>, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraaj <deepak.deeraaj97@gmail.com>, derin.jose01@gmail.com, Don jose <jodonjo@gmail.com>, doyalasabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, harsh madani <harsh.madani36@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, pranav_97@live.com, PRAVEEN PRINCE <praveenprince7165@gmail.com>, rahidh saheer <Rahidhrockz@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Raizal Faizy <Raizalfaizy11@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, R-Kedgaming <vaishakm6@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilmambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewvattoly@gmail.com>, amith ravi <raviamith123@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com,



sset last name <sset@scmsgroup.org>

Fwd: Campus Recruitment Process 2018-19 for the post of Clerks in Non Officer Cadre - Final Results

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Sat, Mar 30, 2019 at 3:05 PM

----- Forwarded message -----

From: **HR - TAD (Talent Acquisition)** <careers@federalbank.co.in>

Date: Sat, Mar 30, 2019, 2:52 PM

Subject: Campus Recruitment Process 2018-19 for the post of Clerks in Non Officer Cadre - Final Results

To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Dear Sir / Madam,

We are glad to inform you that 4 candidates from your college have come out successful in the final round of selection process for the post of Clerks in Non-Officer Cadre held in Zonal Office, Ernakulam. The names of the successful candidate is given in the Annexure.

They are provisionally selected for absorption in Bank's service as Clerks in Non-Officer Cadre subject to other terms and conditions to be intimated separately. Provisional Offer Letter of the selected candidates attached herewith. Kindly send the same back along with their signature if they are accepting the offer. Please note the final offer letter will be issued only after successful detailed verification of the documents submitted by the candidates.

Annexure

Candidate Id	Full Name	College (Final Degree)
1990491	ANJANA NAIR	SCMS School of Engineering and Technology, Ernakulam
1986288	KRISHNA K VINI	SCMS School of Engineering and Technology, Ernakulam
1990643	LIJO MON GEORGE	SCMS School of Engineering and Technology, Ernakulam
1991895	SARATH S	SCMS School of Engineering and Technology, Ernakulam


Warm Regards,

Vineeth Vijayan

Assistant Manager | HR Talent Acquisition & Deployment | The Federal Bank Limited | Head Office | Aluva |
Ernakulam | Kerala | 9495295747

Ph No: 0484 - 2634032, 2621720 | www.federalbank.co.in

 Description: Description: cid:image001.png@01D02A85.F0949270

 Email Signature

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials.
Federal Bank never asks for your confidential credentials.

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Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials.
Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.


The Federal Bank Ltd

4 attachments

 **image001.png**
1K

  **image002.jpg**
11K

  **image002.jpg**
11K

 **SCMS.pdf**
1613K

SSET <sset@scmsgroup.org>

Sat, Mar 30, 2019 at 3:12 PM

Bcc: Aashik Salim <aashiksalim97@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, anand lokanath <anandlokanath123@gmail.com>, Anand U <uanand97@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Devika S <devuolavaipu@gmail.com>, Jonath Tharian <jonathatype@yahoo.com>, Krishna Vini <krishvini1309@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, rosemariypoly777@gmail.com, sachin s <sachinsureshscms@gmail.com>, Sarath S <sarathsmailbox1997@gmail.com>, ktuecnotes@gmail.com

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Ph No: 0484 - 2634032, 2621720 | www.federalbank.co.in

HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Anjana Nair
SCMS School of Engineering & Technology
Ernakulam

Dear Sir / Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

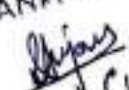
We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


V. R. Jose
VP - Retail Business



Accepted the offer.
ANJANA NAIR

(1/4/19)



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Krishna K Vini
SCMS School of Eng & Technology,
Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


Name: Vini Jose
VP - Recruitment



Accepted the offer
Krishna K Vini
01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Lijo Mon George
SCMS School of Eng & Technology
Ernakulam

Dear Sir / Madam,

Hearty Congratulations...

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks In Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

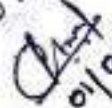
We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


Name: Vinu Jose
VP - Reclut Business



Accepted the offer
Lijo Mon George

01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Sarath S
SCMS School of Eng & Technology
Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,

[Signature]

VP - Talent Business



Accepted the offer
Sarath S
01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. AKHIL RODRIGUES
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of two years from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


John P J
Vice President (HR)



ACCEPTED THE OFFER
WITH THANKS



AKHIL RODRIGUES

26/3/2019



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. RAHUL S
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of two years from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,



John P J
Vice President (HR)



ACCEPTED THE OFFER
WITH THANKS



RAHUL S
26/3/2019



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. SABARI NATH M
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of two years from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


John P J
Vice President (HR)



ACCEPTED THE OFFER

WITH THANKS


SABARI NATH M

26/3/2019





sset last name <sset@scmsgroup.org>

Welcome Board - APOLLO TYRES LTD

2 messages

SSET <sset@scmsgroup.org>
To: Noel Joseph Gomez <noel@scmsgroup.org>
Cc: "Dr. Praveensal C.J." <praveensal@scmsgroup.org>

Thu, Jun 6, 2019 at 10:54 AM

Dear Sir,

APOLLO TYRES LTD is visiting our campus on 7th June 2019, as part of on campus recruitment drive for 2019 batch. Kindly make arrangements to display welcome note in coloured print on the screen as

'Welcome Officials from Apollo Tyres Ltd'

Hope you will do the needful.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology

Noel Joseph Gomez <noel@scmsgroup.org>
To: SSET <sset@scmsgroup.org>
Cc: "Dr. Praveensal C.J." <praveensal@scmsgroup.org>

Thu, Jun 6, 2019 at 12:04 PM

Sir,

Kindly review the attached slide.

Best regards,

Noel Joseph Gomez
Assistant Professor
Department of Mechanical Engineering
SCMS School of Engineering & Technology
Vidya Nagar, Palissery, Karukutty, Cochin - 683 576
Landline: +91 484 288 2900 | Mobile: +91 81294 22545
e-mail: noel@scmsgroup.org, noeljosephgomez@gmail.com

[Quoted text hidden]

SCMS School of
Engineering &
Technology
Welcomes



Apollo Tyres Welcome.jpg
103K

Campus Recruitment
7th June 2019

APOLLO TYRES LTD

P.O. Perambra,
Thrissur 680689,
Kerala, India

T : +91 480 2725901-09
F : +91 480 2725922
apollo tyres.com

apollo[®]

01.08.2019

Ref : No. WKS/PF/A/A

Mr. Anandkrishna J.,
Jayasri Nivas,
Cheruvaloor P.O.,
Koratty Via.,
Thrissur - 680 308.

Dear Mr. Anandkrishna,

This has reference to your application and subsequent interview. We are pleased to offer you an Appointment in our organisation as "**Executive Trainee - Technical (T2)**" with effect from 01.08.2019 on the following terms and conditions.

- 1
 - a) You will be under training for a period of one year from the date of your reporting for training. The management may at its discretion extend your training for any further period or periods. Your status as a trainee will not change until it is changed otherwise in writing. Your training will be terminated at any time if your performance is found unsatisfactory.
 - b) You will be paid a basic pay of Rs.15,500/- (Rupees Fifteen Thousand Five Hundred) per month during the one year period.
 - c) In addition to the above you will be eligible for other benefits as per the attached Annexure.
 - d) After successful completion of your training you will be absorbed and placed in a suitable grade on probation of a period of six months as per company rules. Management may at its discretion, extend the period of probation either during or at the end of the original probation period. On successful completion of your probation you will be confirmed in the services of the company and a letter to that effect will be issued to you.
 - e) You will be under contractual obligation of serving the company for a minimum period of 4 years (one year training and three years thereafter). It is clarified that this contract will in no way limit your growth in the organisation, which will depend entirely in your performance.
- 2 The management reserves the right to terminate this appointment without giving any notice or assigning any reason or any compensation whatsoever during the training/probationary periods.

After confirmation your services are terminable with one month's notice or payment of one month's basic pay in lieu thereof without assigning any reason. After the expiry of your contract period, you shall be at liberty to resign from the services of the company after giving one month's notice or payment of one month's basic pay in lieu thereof.



APOLLO TYRES LTD
P.O. Perambra,
Thrissur 680689,
Kerala, India

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-2-

- 3 Your initial posting and headquarters will be at our Perambra Plant, Taluk Mukundapuram, District Thrissur. The Management may however, transfer you for training/work in any department/unit of the company or any associated companies whether at present existing or which may be set up in future at any place in India as it may consider necessary, from time to time, without detriment to your status/emoluments.
- 4 You will devote your entire time to the training/work in the company and will not undertake any other business or work, honorary/remunerative, except with the written permission of the management.
- 5 You shall not give out anyone by word of mouth or otherwise particulars or details of our manufacturing process, technical know how, security arrangements, administrative and/or organizational matters of confidential/ secret nature, which it may be your personal privilege to know by virtue of being associated with us.
- 6 You shall be liable for a medical check up by a Registered Medical Practitioner of company's choice at any time during the continuance of your training/appointment with the company. The management may terminate your training/employment if you are not found medically fit as per the medical standards prescribed by the company.
- 7 You will be required to submit to the following document/certificate at the time of reporting for training.
 - a) Copies of Certificates testifying your educational qualifications.
 - b) An Income Tax/salary Statement, if any, from your previous employer in fulfillment of the requirement of the statutes in force.
 - c) Two copies of a recent passport size photograph.
 - d) Medical certificate of fitness issued by a registered medical practitioner preferably an MBBS or higher qualified.
- 8 This appointment is subject to your not being related to any member of the Board of Directors of the company as per Section 314 of the companies act, 1956.
- 9 The age of your superannuation will be 58 years. On attaining the said age you will stand retired from the services of the company.
- 10 In all matters not specifically provided herein, you will be governed by all rules/ regularization and orders of the company that are framed, modified and made applicable to your category of trainees/ employees from time to time.

APOLLO TYRES LTD
P.O. Perambra,
Thrissur 680689,
Kerala, India

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-3-

- 11 Notwithstanding any one of the clauses of this Letter of Appointment, the Management reserves the right to terminate this appointment without giving any notice or assigning any reason whatsoever if,
- You are found mentally or physically unfit to perform your duties by a registered Medical Practitioner; or
 - Any adverse report regarding your conduct or character is received by the management from your ex-employer or any Police authority; or
 - Any of the particulars given by you to the company in your application for employment is found to be incorrect.
- 12 **Information Security Policy:**
You are required to read, understand, sign and agree to abide by the Information Security Policy of Apollo and the responsibility shall rest with you for reading and adhering to the policies available to you on an ongoing basis
- 13 **Confidentiality:**
You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect. You would also be required to sign the secrecy agreement on joining. All inventions, improvements and discoveries made by you either alone or with other persons will become the sole property of the company. You will ensure that patent productions are obtained for such inventions/improvements and discoveries in India or elsewhere and assign the same to the company


In case the above terms and conditions of appointment are acceptable to you, please sign and return the duplicate copy of this appointment letter attached herewith in token of your acceptance.

Very truly yours
for APOLLO TYRES LTD.,


ANILKUMAR G.
HEAD - HR & ADMN.

I have read and understood the terms of appointment mentioned above, I accept the terms and also declare that I am not related to any member of the Board of Directors of Apollo Tyres Ltd.


PLACE : PERAMBRA
DATE : 25/09/19

SIGNATURE : 
NAME : ANANDKRISHNA J

Compensation Details of Mr. Anandkrishna J.

DESCRIPTION	RUPEES PER MONTH
Basic Salary	Rs.15,500/- (Rupees Fifteen Thousand Five Hundred Only)
Retirals	Rs.2,606/- (Rupees Two Thousand Six Hundred and Six Only)
HRA	Rs.4,250/- (Rupees Four Thousand Two Hundred and Fifty Only)
Flexi Benefit Plan	Rs.6,811/- (Rupees Six Thousand Eight Hundred and Eleven Only)
Total per month	Rs.29,167/- (Rupees Twenty Nine Thousand One Hundred and Sixty Seven Only)
CTC per annum	Rs.3,50,000/- (Rupees Three Lakh Fifty Thousand Only)





sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment Program 2019 Confirmation

6 messages

Sonu Jose <sonu.jose@infosys.com>

Tue, Sep 18, 2018 at 1:54 PM

To: "Sahadevan R." <Sahadevan@scmsgroup.org>, SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>



Dear Prof. Sahadevan,

Greetings from Infosys!

We are entering into yet another exciting season of campus recruitment and we are elated you have chosen to partner with us this year. In continuation to our earlier email and discussions we are pleased to confirm our presence at your institute on **10th and 11th October 2018** for campus recruitment as a **Day 1 exclusive** company.

Please find below the schedule for the event,

Activity	Duration	No. of Questions
Day 1		
Company PPT and Q&A session	60 mins	NA
Online registration	10 mins	NA
Test-Section I/Arithmetic Reasoning and Analytical Thinking	25 mins	15 questions
Test-Section II/ Mathematical critical thinking and Logical reasoning	35 mins	10 questions
Test Section III/Test of communicative English	35 mins	40 questions
Day 2		
Interview(s)	As per schedule shared on Day 1	

Since the test process would be an online assessment we require your system details as per the attached format. Kindly share this '**System Information Sheet**' by **25-September-2018**. Also find attached the '**Student details sheet**' in which the data of eligible students is to be shared by **30-September-2018**. Kindly refer to the eligibility document shared with you through our earlier email.

Please share the attached '**Important Instructions to Students**' and '**Scholastic Average Sheet**' with the eligible candidates and communicate to them to adhere to the recommended time lines. The students need to carry a hand filled hard copy of the "Scholastic

Average Sheet" on the day of the test process.

Kindly note: The processes are system driven, hence any changes or additions post the cutoff date shall not be entertained.

Look forward to a very fruitful association with your institute this year!

Regards,





Sonu Jose

Talent Acquisition – Infosys Limited



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4 attachments





-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: "Mahendra K.S." <mahendra@scmsgroup.org>

Wed, Sep 19, 2018 at 10:27 AM

[Quoted text hidden]

4 attachments

-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: Sonu Jose <sonu.jose@infosys.com>
Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>

Mon, Sep 24, 2018 at 2:54 PM

Dear Sir,

Thanks for the confirmation of Infosys recruitment drive on **10th and 11th October 2018** as Day1 exclusive company. As per the mail, I am attaching herewith the filled System Information Sheet for your kind reference.

Regards

Mr. Mahendra K. S.
Placement Officer
SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450330



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment : Selected Candidates

1 message

SSET <sset@scmsgroup.org>

Fri, Oct 12, 2018 at 11:55 AM

Bcc: Jayesh Red <jayeshred20@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, adarsh sisi tk Ashi <adarshsasi.tk@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, althafashruf997@gmail.com, amalnambiar97@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand Anil <anandanil1997@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, apu joseph <apujoseph55@gmail.com>, aravindsabu5453@gmail.com, Aravind Uday <aravind.uday97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun krishna <arjunkrishna288@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswinpushkar@gmail.com, aswin chand <ppaswinlatha@gmail.com>, athuljyothis18@gmail.com, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, vpoyil@yahoo.co.in, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, bonny thomas <bonnythomask@gmail.com>, Clement Davis <clement.davis56@gmail.com>, Dany VA <danyvadassery@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, eby paulachan <ebypaulachan6413@gmail.com>, emmanuel joy <emmanuelJoy11@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, gauthamkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Gokul Anil <gokulanil48@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Haresh ps <hareshps418@gmail.com>, "Hari govind .a" <harimadhavam10@gmail.com>, iguzz creations <ignaciouscherian123@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, JEFFREY SHAJI <jeffreyshaji1997@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, jithild@gmail.com, Jithin Joseph <jithin7797@gmail.com>, joel antony <joelantonyalbert@gmail.com>, John Zachariah <johnzach96@gmail.com>, joseph sabu <josephsabu360@gmail.com>, joswin m o <joswinmo44@gmail.com>, jussaim007@gmail.com, maheshchandrababu97@gmail.com, Arunjith Kr <arunvi67@gmail.com>, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni Menon <krishnanunni.n.menon@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, Luke Dennis <lukedennis007@gmail.com>, manumohan0173@gmail.com, Mohammed Sahal <mohammedsahal356@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Nandagopal MNair <nandagopalnmair7@gmail.com>, nandhusanthosh22@gmail.com, Naveen Gopalakrishnan <naveengoploo@gmail.com>, Neil Jacob Abraham <neiljacobraham@gmail.com>, Nigal Paul <nigalpaul61@gmail.com>, NIKHIL GEORGE <nikhilpopzgeorge@gmail.com>, nikhil George <nikhilmgeorge@gmail.com>, NITHIN KV <nithinkarurussi@gmail.com>, Nithin Raveendran <nithinraveendrann@gmail.com>, aravindba50@gmail.com, Raghav Sunil <raghavsunil.sachu@gmail.com>, Rahulk Pankajakshan <rahulkpankajakshan@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Rojin Jose <rojinjose282@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajith m p <sajithmp97@gmail.com>, Sanjay Mathew <sanjaymathew83@gmail.com>, Saul Joy <saul12joy@gmail.com>, Sebastian Jacob <sebjak459@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, Shawn Thomas George <shawnthomas97@gmail.com>, shifashameed16@gmail.com, Shreeram Raghupathy <shreeramcbe@gmail.com>, sreejith.r@live.com, Thoppil Sreejith <tsreejith999@gmail.com>, ts sreejith <sreejithoknow@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, thomas.joji@outlook.com, "THOMSON N.K" <thomsonnmkeloor@gmail.com>, Rahul Vinod <rahulvi1987@gmail.com>, Hari Krishnan <harikrishnan910@gmail.com>, j.vaisu97@gmail.com, Varun Jain <vjkhersingh@gmail.com>, VIMAL RANJEEV <vimalranjeev9@gmail.com>, Vivek K Sunil <vivekksunil100@gmail.com>, vysakksreenivas@gmail.com, abhay krishnan <abi007krishnan@gmail.com>, "ABHIJITH .V" <abhijithv575@gmail.com>, archeroono Gaming <girarcus@gmail.com>, allrounder sport <abhinandtheallrounder@gmail.com>, Abind Krishna <abindkrishna47@gmail.com>, Ajith Sankar <ajithsankar90@gmail.com>, ALAN ANTO <alananto1997@gmail.com>, albinmp4@gmail.com, allenmathews@rediff.com, Ambady Anil <ambadyanil007@gmail.com>, ANAND KC <anand.appu321@gmail.com>, Athul Ashok <athulashok300696@gmail.com>, Ayoob Ameen <ayoobameenpukodaly@gmail.com>, AZHAR IBRAHIM <azharrockz786@gmail.com>, "Ben k.s" <benchlsea@gmail.com>, Bijil Babu <bijilbabu470@gmail.com>, Chandra Prakash <chandraprakashplr@gmail.com>, charukesh pm <pmcharukesh@gmail.com>, "devakrishna c.premji" <devakrishnac@gmail.com>, Godfrin Dual <godfrindualj@gmail.com>, Hashim Hamza <hashimblackkp96@gmail.com>, Jayakrishnan B <jayakrishna50@gmail.com>, jayakrishnan.jkb@gmail.com, joyjithin244@gmail.com, Karthik Ramanathan <karthikramanath96@gmail.com>, Krishna Vini <krishvini1309@gmail.com>, Leo Swithin <leoswithin710@gmail.com>, Rohith M <rohithm26@gmail.com>, MOHAMMED AZIL <azilerattakulam@gmail.com>, Mohammed Shahinsha <shahinsha96@gmail.com>, Sachin George <sachingeorge97@gmail.com>, ROSHAN JOHN MATHEW <rjm77255277cw@gmail.com>, sachin ks <777sachinks@gmail.com>, s_santhanu@ymail.com, Jhonson

Sl No	Name	Email ID
1	Santhanu S Nair	s_santhanu@ymail.com
2	Anand Lokanath	anandlokanath123@gmail.com
3	Anne Jacob	annejacobkunnumpurath@gmail.com
4	Aswin Balachandran	aswin456@gmail.com
5	Devika S	devuolavaipu@gmail.com
6	FAHMIN FIROZ	firozfahmin@gmail.com
7	Gayathri V Marar	gaya3viswanath@gmail.com
8	Greety C Maria	greetyc@gmail.com
9	Jiya Joy	jiyajoy397@gmail.com
10	Mariya Roy	mariyaroy21@gmail.com
11	Rahendhu Haridas	rahendhuhari9@gmail.com
12	Roshni Pavithran	roshnipavithran9@gmail.com
13	Shanaraj V K	iamshanashan@gmail.com
14	Sunairah Syed Mahin	sunairah96@gmail.com
15	Tina Maria Kurian	mtinu12@gmail.com
16	Alisha K Thomas	ca-521@scmsgroup.org
17	Amal Jaison	amaljaison.k@gmail.com
18	Amalu Prem	amalupremc@gmail.com
19	Anamika T S	ca-520@scmsgroup.org
20	Anu Jeevan	anujeevan19@gmail.com
21	Ayana Lalan K	ca-524@scmsgroup.org
22	Dheesha O K	jdeeshaprakash@gmail.com
23	Aarathy Menon	aarathymenon21@gmail.com
24	Aditya Hari	adityahari96@gmail.com
25	Aiswarya K	aiswarya414@gmail.com
26	Ajay Paul	a4ajay619@gmail.com
27	Akamksha Mohandas	akamksha222@gmail.com
28	Alen Joseph Benny	alenjbenny24@gmail.com
29	Alina Job	alinajob97@gmail.com
30	Aswathi N Kutty	aswathink1997@gmail.com
31	Athira S Menon	menonsathira@gmail.com
32	Ayisha Jalal	ayishajalal97@gmail.com
33	Ayisha Safrin	ayishasafrinp@gmail.com
34	Deepthi V S	deepthyworld@gmail.com
35	Dennis Kuruvilla	denniskuruvilla777@gmail.com
36	Devanand P	devanannd@gmail.com
37	Divya S Anand	divyasanand.22@gmail.com
38	Donna Maria Spencer	donna.spencer95@gmail.com
39	Godvin Poullose	godvinpoullose2@gmail.com
40	Gopika Prakash	gopikaparakash09@gmail.com
41	Gopika Raj	raj.gopika97@gmail.com
42	Harikrishnan D	hari555.hd@gmail.com
43	Harita Ranjit	harita.ranjit@yahoo.com
44	Hawas Alakkal Musthafa	hawasmusthafa@gmail.com
45	Ijas A H	ijas.ah96@gmail.com
46	K S Keerthi	keerthi.s.geet@gmail.com

47	Karthika K Nair	nairkarthika238@gmail.com
48	Kavya Bharathan	kavyasakb@gmail.com
49	Malavika Prakash	malavikapraakashkumar@gmail.com
50	Maria .	mariatoffee@yahoo.in
51	Misna Ali	misna123@gmail.com
52	Neil Dianitius	neildiny@gmail.com
53	Nidhi O R	nidhirajeev2015@gmail.com
54	Razmil Minhaj	razmilminhaj007@gmail.com
55	Renjima E Rajan	renjimaerajan@gmail.com
56	Riya Samuel	riyavsamuel@gmail.com
57	Rose Mary Poly	rosemarypoly777@gmail.com
58	Sachin P	sachin.puthiyaparamban@gmail.com
59	Sajna Sajeev	sajna399@gmail.com
60	Samal Muhammed	samalsunil0@gmail.com
61	Sarath M R	sarath6306@gmail.com
62	Shahsad Abdullah	shahsad1995@gmail.com
63	Sharath Srikumar Nair	sharath_nair@outlook.com
64	Sidharth V	sidharth.v.mtr@gmail.com
65	Smitha Sunny	sinnansunny97@gmail.com
66	Sreedath P S	sreedathps19@gmail.com
67	Sreelakshmi R Raju	sreelakshmilachus271097@gmail.com
68	Sudhiesh Kumar	sudheeshxyril08@gmail.com
69	Swetha K P	swethasurendran02@gmail.com
70	Vishnu C	vishnu080797@gmail.com
71	Vishnu Vijayakumar	vishnu7197@gmail.com
72	Vismaya Bhaskaran	vismayabhaskaran97@gmail.com
73	Vyshanavi R	achumambrol@gmail.com
74	Zerene Anwar	zerene999@gmail.com
75	Amrutha Anilkumar	amruthaanilkumar24@gmail.com
76	Angelina Teresa	angelinateresa79@gmail.com
77	Anjaly Antony	anjalyantony97@gmail.com
78	Arjun K Ajayan	arjunkajayan1997@gmail.com
79	Darsana K C	darsanakc@gmail.com
80	Ganesh M Nair	nairganesh98@gmail.com
81	Harsha Pradeep	hp46985@gmail.com
82	Hridhya Jolly K	hridhya97@gmail.com
83	Jyothika S Philip	jyothikasphilip@gmail.com
84	Kajal Sathian	kajalsathyan@gmail.com
85	Krishna R Kumar	krishnapavizham35@yahoo.com
86	Krishna Sudheer C	krishnasudheer006@gmail.com
87	Mohitha Thampy	mohithathampy@gmail.com
88	Nivedita B	niveditakarar@gmail.com
89	SACHIN FRANCIS	sachinfrancis212@gmail.com
90	Sadhiya E M	sadhiyaem@gmail.com
91	Sarath S	sarathsmailbox1997@gmail.com
92	Shwetha Mary Sam	shwethamary123@gmail.com
93	Surya Joseph	suryaj9128@gmail.com

94	Akhila Anil	akhilaanilseven@gmail.com
95	Akhilnath K A	akhilnathka303@gmail.com
96	Amal Johnson	amaljohnsonkannampuzha@gmail.com
97	Anand M C	anandmatheth@gmail.com
98	Anjala Khan M N	anjalakhan98@gmail.com
99	Aparna Ajayakumar	aparnaakumartp@gmail.com
100	Fathima S	fathimashajahan319@gmail.com
101	Irene G Alapatt	irenegalapatt@gmail.com
102	Jyothi Krishna M V	jyothikmv@gmail.com
103	Sabeena Sandra	sandrasaval11@gmail.com
104	Sanjay Krishna T S	sanjaykrishnats@gmail.com
105	Sanju Bhaskar K S	sanjusindhuraj@gmail.com
106	Manju Chandran	manjuchandran36@gmail.com
107	Raafath Abdul Kadar	akraafath@gmail.com
108	A J Jayesh	jayeshred20@gmail.com
109	Aashik Salim	aashiksalim97@gmail.com
110	Akhil K M	km.akhil005@gmail.com
111	Alfred Lonappan Pidiyath	alfred.281997@gmail.com
112	Anand Anil Nair	anand.uthram@gmail.com
113	Anil Manjaly Anto	anilanto007@gmail.com
114	Aswin C	aswin4054@gmail.com
115	Fredy C Jose	fredycheerakathil@gmail.com
116	Gopikrishnan S	gopikrishnanshaji@gmail.com
117	John Zachariah	johnzach96@gmail.com
118	Kurian Paul	kurianpaul10@gmail.com
119	Kurumpolil Mahesh Chandra Babu	maheshchandrababu97@gmail.com
120	Manu Mohan	manumohan0173@gmail.com
121	Naveen Gopalakrishnan	naveengoploo@gmail.com
122	Rahul Ramesh Menon	rahulrmenon1996@gmail.com
123	Risvan T M	risvantmajeed.17@gmail.com
124	Rithesh K Thomas	ritheshkthomas@gmail.com
125	Robin Sebastian	sebastianrobin543@gmail.com
126	Sajith M P	sajithmp97@gmail.com
127	Saul Joy	saul12joy@gmail.com
128	SHREERAM RAGHUPATHY	shreeramcbe@gmail.com
129	Thomas George	thomas.joji2718@gmail.com
130	Thomson N K	thomsonnkmloor@gmail.com
131	Vimal Ranjeev	vimalranjeev9@gmail.com

[illegible]

[illegible]

[illegible]



HRD/3T/19-20/12746972

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

August 1, 2019

Dear Aswin,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.08.01 14:29:27 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12746972

August 1, 2019

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

Dear Aswin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747002

July 08, 2019

Ms. Fathima S
Candidate ID: 12747002
Firdous, Kannothe Road,
Unichira Thykavu, Changampuzha Nagar P.O
Ernakulam - 682033
Kerala
India
Ph: (91) 94957 36729

Dear Fathima,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 16, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746961

September 6, 2019

Mr. Santhanu S Nair
Candidate ID: 12746961
Pranavam, Tc-9/2044-1,
Kochar Road, Sasthamangalam
Thiruvananthapuram - 695010
Kerala
India
Ph: (91) 94967 76828

Dear Santhanu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746797

September 6, 2019

Mr. Anand Lokanath
Candidate ID: 12746797
Lovely,
Tuneri, Vatakara
Kozhikode - 673505
Kerala
India
Ph: (91) 99461 97881

Dear Anand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747001

September 5, 2019

Ms. Devika S
Candidate ID: 12747001
Sreesailam,
Olavaipu P O, Cherthala
Alappuzha - 688526
Kerala
India
Ph: (91) 98466 86370

Dear Devika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746945

August 1, 2019

Mr. Fahmin Firoz
Candidate ID: 12746945
Mookada House,
Perumbavoor P.O
Ernkulam - 683542
Kerala
India
Ph: (91) 82817 27519

Dear Fahmin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746932

September 5, 2019

Ms. Gayathri V Marar
Candidate ID: 12746932
Padickal Marath,
Thuruthissery, Mekkad P.O
Ernakulam - 683589
Kerala
India
Ph: (91) 94977 96759

Dear Gayathri,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746982

September 5, 2019

Ms. Greety C Maria
Candidate ID: 12746982
Thekkekkara House,
Kidangoor P.O, Angamaly
Ernakulam - 683572
Kerala
India
Ph: (91) 93495 14825

Dear Greety,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746930

July 30, 2019

Ms. Jiya Joy
Candidate ID: 12746930
Kooren House,
Providence Road
Ernakulam - 682018
Kerala
India
Ph: (91) 97459 05240

Dear Jiya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746989

September 5, 2019

Ms. Mariya Roy
Candidate ID: 12746989
Chintavalappu Flats Block, 7 F.2, F2,
Puthyara P.O
Kozhikode - 673004
Kerala
India
Ph: (91) 96450 65270

Dear Mariya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746934

July 09, 2019

Ms. Rahendhu Haridas
Candidate ID: 12746934
H.No. 9/602 A1,
Pandikudy, Mattanchery P.O
Ernakulam - 682002
Kerala
India
Ph: (91) 75108 59589

Dear Rahendhu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746975

July 09, 2019

Ms. Roshni Pavithran
Candidate ID: 12746975
Kavil House,
Asokapuram P.O, Aluva
Ernakulam - 683101
Kerala
India
Ph: (91) 94009 37310

Dear Roshni,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747004

July 08, 2019

Ms. Shanaraj V K
Candidate ID: 12747004
Udayam,
Thiruvangad P.O, Thalassery
Kannur - 670103
Kerala
India
Ph: (91) 97456 12751

Dear Shanaraj,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 07, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746898

September 6, 2019

Ms. Sunairah Syed Mahin
Candidate ID: 12746898
Harisree Sreesylam Apts, Flat No B1B2,
Veliyannoor, Kokkala
Thrissur - 680021
Kerala
India
Ph: (91) 98957 44463

Dear Sunairah,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746892

July 09, 2019

Mr. Devanand P
Candidate ID: 12746892
Parayil(H),
Aruvai, Pazhanji P O
Thrissur - 680542
Kerala
India
Ph: (91) 81369 30090

Dear Devanand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746907

July 08, 2019

Ms. Rose Mary Poly
Candidate ID: 12746907
Ponthempilly House,
Chengal, Kalady P.O
Ernakulam - 683574
Kerala
India
Ph: (91) 95440 09953

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746786

September 6, 2019

Ms. Zerene Anwar
Candidate ID: 12746786
Hazeena Cottage,
Ettumanoor P.O
Kottayam - 686631
Kerala
India
Ph: (91) 81368 10429

Dear Zerene,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746912

September 5, 2019

Ms. Angelina Teresa
Candidate ID: 12746912
Chakkalakal House,
Vaduthala
Ernakulam - 682023
Kerala
India
Ph: (91) 98479 69804

Dear Angelina,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 14, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746951

September 6, 2019

Mr. Arjun K Ajayan
Candidate ID: 12746951
6713, C /Keetharaparambil,
Kurishupally Road, Perumanoor
Ernakulam - 682015
Kerala
India
Ph: (91) 80899 11067

Dear Arjun,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746970

September 5, 2019

Mr. Ganesh M Nair
Candidate ID: 12746970
Aiswarya, Vadakkethara,
Pazhayannur P.O
Thrissur - 680587
Kerala
India
Ph: (91) 73566 38599

Dear Ganesh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746966

July 08, 2019

Ms. Jyothika S Philip
Candidate ID: 12746966
Jyothis, Madathil Lane,
Thottakkattukara, Aluva
Ernakulam - 683108
Kerala
India
Ph: (91) 82815 58822

Dear Jyothika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
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TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
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4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
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TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
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* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





sset last name <sset@scmsgroup.org>

Fwd: Federal Bank Campus Recruitment Process 2018 -19 (Non – Officer Cadre) - Student registration Link

8 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Thu, Feb 14, 2019 at 6:56 AM

----- Forwarded message -----

From: <admin@hirepro.in>

Date: Wed, Feb 13, 2019 at 9:20 PM

Subject: Federal Bank Campus Recruitment Process 2018 -19 (Non – Officer Cadre) - Student registration Link

To: <varunmenon@scmsgroup.org>

**Campus Recruitment Process 2018-19 (Non - Officer Cadre)****Dear Placement Officer SCMSSET Ernakulam,**

Greeting from Federal Bank!

We are pleased to confirm campus recruitment drive at your institute on 25/Feb/2019.

In continuation to the same, we would like students to register through the below mentioned link.

<https://federalbank.hirepro.in/?event=8813&campus>**Note: While registering the marks across education should be in percentage only (Out of 100).**

Please communicate the same to eligible candidates.

Regards

Campus Recruitment Team - Federal Bank


--

Thanks and Regards,

Dr. Varun G Menon

Associate Professor, Computer Science Engineering
 ACM Distinguished Speaker
 Corporate Relations and International Collaborations-in charge
 SCMS School of Engineering and Technology
 SCMS Group of Educational Institutions
 Karukutty, Ernakulam, Kerala, India - 683 582
 Office: +91-484-2450330 Mob: +91-8714504684
 Web: <http://www.scmsgroup.org>




 **eaab17e0-7d34-457a-9c22-56cae583d5b2Job_Descriptions_-_Clerks.pdf**
 518K

Dr. Varun G Menon <varunmenon@scmsgroup.org>
 To: SSET <sset@scmsgroup.org>

Thu, Feb 14, 2019 at 8:08 AM

[Quoted text hidden]

 **eaab17e0-7d34-457a-9c22-56cae583d5b2Job_Descriptions_-_Clerks.pdf**
 518K

SSET <sset@scmsgroup.org>

Fri, Feb 15, 2019 at 1:00 PM

Bcc: abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, Ahmed Sharafudeen <ahmedzsha97@gmail.com>, aishwarya johnson <aiswaryajohnsonpl@gmail.com>, ajaisooryan@yahoo.com, Ajay Warriar <ajayrwarrier@gmail.com>, Akhil Anders JR <akhilandersjr@gmail.com>, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraaj <deepak.deeraaj97@gmail.com>, derin.jose01@gmail.com, Don jose <jodonjo@gmail.com>, doyalasabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, harsh madani <harsh.madani36@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, pranav_97@live.com, PRAVEEN PRINCE <praveenprince7165@gmail.com>, rahidh saheer <Rahidhrockz@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Raizal Faizy <Raizalfaizy11@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeeha Sajudheen <sajeehasajudheen23@gmail.com>, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, R-Kedgaming <vaishakm6@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilnambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewvattoly@gmail.com>, amith ravi <raviamith123@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com,



sset last name <sset@scmsgroup.org>

Fwd: Campus Recruitment Process 2018-19 for the post of Clerks in Non Officer Cadre - Final Results

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Sat, Mar 30, 2019 at 3:05 PM

To: SSET <sset@scmsgroup.org>

----- Forwarded message -----

From: **HR - TAD (Talent Acquisition)** <careers@federalbank.co.in>

Date: Sat, Mar 30, 2019, 2:52 PM

Subject: Campus Recruitment Process 2018-19 for the post of Clerks in Non Officer Cadre - Final Results

To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>

Dear Sir / Madam,

We are glad to inform you that 4 candidates from your college have come out successful in the final round of selection process for the post of Clerks in Non-Officer Cadre held in Zonal Office, Ernakulam. The names of the successful candidate is given in the Annexure.

They are provisionally selected for absorption in Bank's service as Clerks in Non-Officer Cadre subject to other terms and conditions to be intimated separately. Provisional Offer Letter of the selected candidates attached herewith. Kindly send the same back along with their signature if they are accepting the offer. Please note the final offer letter will be issued only after successful detailed verification of the documents submitted by the candidates.

Annexure

Candidate Id	Full Name	College (Final Degree)
1990491	ANJANA NAIR	SCMS School of Engineering and Technology, Ernakulam
1986288	KRISHNA K VINI	SCMS School of Engineering and Technology, Ernakulam
1990643	LIJO MON GEORGE	SCMS School of Engineering and Technology, Ernakulam
1991895	SARATH S	SCMS School of Engineering and Technology, Ernakulam


Warm Regards,

Vineeth Vijayan

Assistant Manager | HR Talent Acquisition & Deployment | The Federal Bank Limited | Head Office | Aluva |
Ernakulam | Kerala | 9495295747

Ph No: 0484 - 2634032, 2621720 | www.federalbank.co.in

 Description: Description: cid:image001.png@01D02A85.F0949270

 Email Signature

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials.
Federal Bank never asks for your confidential credentials.

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The Federal Bank Ltd

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials.
Federal Bank never asks for your confidential credentials.

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WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.


The Federal Bank Ltd

4 attachments

 image001.png
1K

 SMARTER FASTER BETTER FEDERAL BANK image002.jpg
11K

 SMARTER FASTER BETTER FEDERAL BANK image002.jpg
11K

 SCMS.pdf
1613K

SSET <sset@scmsgroup.org>

Sat, Mar 30, 2019 at 3:12 PM

Bcc: Aashik Salim <aashiksalim97@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, anand lokanath <anandlokanath123@gmail.com>, Anand U <uanand97@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Devika S <devuolavaipu@gmail.com>, Jonath Tharian <jonathipe@yahoo.com>, Krishna Vini <krishvini1309@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, rosemarypoly777@gmail.com, sachin s <sachinsureshscms@gmail.com>, Sarath S <sarathsmailbox1997@gmail.com>, ktuecnotes@gmail.com

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Ph No: 0484 - 2634032, 2621720 | www.federalbank.co.in

HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Anjana Nair
SCMS School of Engineering & Technology
Ernakulam

Dear Sir / Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

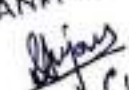
We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


V. R. Jose
VP - Retail Business



Accepted the offer.
ANJANA NAIR

(1/4/19)



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Krishna K Vini
SCMS School of Eng & Technology,
Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

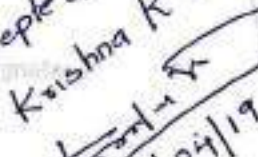
We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


Vini Jose
VP - Talent Acquisition



Accepted the offer
Krishna K Vini

01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Lijo Mon George
SCMS School of Eng & Technology
Ernakulam

Dear Sir / Madam,

Hearty Congratulations...

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks In Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

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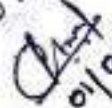
We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


Name: Vinu Jose
VP - Talent Business



Accepted the offer
Lijo Mon George

01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

21st March 2019

Mr. / Ms. Sarath S
SCMS School of Eng & Technology
Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 21.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

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Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,

[Signature]

VP - Talent Business



Accepted the offer
Sarath S
01/04/19



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. AKHIL RODRIGUES
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of two years from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


John P J
Vice President (HR)



ACCEPTED THE OFFER
WITH THANKS



AKHIL RODRIGUES

26/3/2019



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. RAHUL S
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

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John P J
Vice President (HR)



ACCEPTED THE OFFER
WITH THANKS



RAHUL S
26/3/2019



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

22nd March 2019

Mr. / Ms. SABARI NATH M
SCMS School of Engineering and Technology, Ernakulam

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Ernakulam on 13.03.2019 for the post of Officers in Junior Management Grade I for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

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Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


John P J
Vice President (HR)



ACCEPTED THE OFFER

WITH THANKS


SABARI NATH M
26/3/2019





sset last name <sset@scmsgroup.org>

Great opportunity to work on an Automotive project with Acsia Technologies

6 messages

SSET <sset@scmsgroup.org>

Fri, Oct 1, 2021 at 8:54 PM

To: Aaromal sujith <aaromalsujith01@gmail.com>, abhijith chacko <abhijithultimate07@gmail.com>, agney.saidas7@gmail.com, ahalyabaiju542@gmail.com, Ajil Jaison <ajiljaison64@gmail.com>, ajserktp@gmail.com, AKASH NAMBIAR <akashmayoogham@gmail.com>, Akhil Paul <akhilthomaspaul@gmail.com>, alentbaburaj145@gmail.com, Alvin Jose <ajalvin007@gmail.com>, anaghakj1999@gmail.com, ANN AKKARA <annjakkara@gmail.com>, amerinjohn@gmail.com, Ardra Nair <ardra.souparnika@gmail.com>, arjun suresh <arjunsuresh1999@gmail.com>, Ashal M Joshy <aashalmariya123@gmail.com>, "Ashik. Mathew" <ashik.mathew.pjm@gmail.com>, mr ashil <ashilkb584@gmail.com>, Aswin Remesh <aswinremeshch1@gmail.com>, dheeshnamd4u@gmail.com, Divya Sabu <divya13499@gmail.com>, veeyae stores <veeyaestores@gmail.com>, Gayathri V <gayathrivalsaraj27@gmail.com>, Hariharan Venkatachalam <hariharanv72@gmail.com>, Aditya Manoj <adityamnj@gmail.com>, k4krishnanath@gmail.com, Abhijith Vijayan <vijayanabhijith4@gmail.com>, Ajay Santhosh <ajaysan2017@gmail.com>, aksharakrajesh7@gmail.com, Ameena Azad <ameena7736azad@gmail.com>, Anandharam S <aanandharam@gmail.com>, Anirudh Sasi <anirudhsasi60@gmail.com>, Anjali K P <anjali kp9240@gmail.com>, Anjali K P <taurainpearl04@gmail.com>, Anupa Sebastian <anupatsebastian@gmail.com>, anupa sebastian <anupasebastian1998@gmail.com>, Aparna P Anand <aparnapanand099@gmail.com>, ajsusman65@gmail.com, Arshik Antony <01antony.arshik@gmail.com>, Arundhathi A <arundhathiaa@gmail.com>, Ashby Babu <ashby512881@gmail.com>, ashwinanand33@gmail.com, Aswin Anand <aswinachuammu@gmail.com>, devzz <devika.99245@gmail.com>, riya R <hrpn.hida@gmail.com>, hizana yoonus <hizanayoonus321@gmail.com>, Ijaz Madathiparambil <ijazanwar48@gmail.com>, Jiso Jose <jisose6@gmail.com>, jithinnetticadan@gmail.com, Jithin Michael <jithijesu@gmail.com>, JIYA BENNY <jiyabenny1999@gmail.com>, Joel Mathew paul <joelmathewpaul007@gmail.com>, Jyothish Athi <athi.jyothish@gmail.com>, Kavitha K K <kavithavanchoorakalam@gmail.com>, Malavika K Nair <malavika.knair@gmail.com>, maneesh krishna <maneeshappus@gmail.com>, jamesmilna22@gmail.com, Mohammed Suhaib <msuhaib010@gmail.com>, zaheerceevee@gmail.com, nealvinod7@gmail.com, nimishamanoj033@gmail.com, Pooja Suresh <poojaspisharady@gmail.com>, Premkrishna Sujit <prem.kitchu@gmail.com>, rahulkr390@gmail.com, Kannan TH <kannanth97@gmail.com>, robin abraham <abraham28rob@gmail.com>, rosemolbiju15@gmail.com, Sarath Amay Nair <sarathnair30@outlook.com>, Shilpa Sekhar <shilpasekhar99@gmail.com>, "shimil.k eldose" <shimilkeldose05@gmail.com>, sneha nambiar <snehanambiarrockz@gmail.com>, Zohan james <sohanjames33@gmail.com>, Sreeraj baburaj <brsreerajbr@gmail.com>, Sten Benny <stenbenny02@gmail.com>, thomasvilangadan1998@gmail.com, Varun S nair <varunsnair99@gmail.com>, Vikhnesh Krishna <vikhneshkrishna@gmail.com>, Vikhnesh Krishna <vichu.tycoon007@gmail.com>, vinaydeo1999@gmail.com, Vinay Stephen <vinaystephen1@gmail.com>, Vinil Varghese <vinilvarghesethecr7@gmail.com>, Vishnu Gopidas <vishnugopidas12@gmail.com>, Vishnu Prasad <vishnu787vp@gmail.com>, vishnu raj Vichu <vishnuraj9991@gmail.com>, Manoja E <manojae98@gmail.com>, Mariya Raphel <marjith347@gmail.com>, Meera C Anil <meeraanil.444@gmail.com>, Neethu Sunil <neethusunil488@gmail.com>, NIVEDYA K P <nivedyakp1999@gmail.com>, PARVATHI JOSH Y <parvathijoshi09@gmail.com>, Rithwik S Menon <rithwikmenons@gmail.com>, Rizwana Hashim <rizwanayasmin00@gmail.com>, rohan thevara <rohanjthevara@gmail.com>, Roshan Prasad <roshanp60@gmail.com>, Saeed Basheer <saeedvbasheer@gmail.com>, Sanju m p <mpsanju123@gmail.com>, Saranya Mukundan <saranyasaaru99@gmail.com>, Sarath Aravind <asarath36@gmail.com>, sarath j <jsarathkaralmanna@gmail.com>, Shallet Mary <shalletmary1999@gmail.com>, Shravan Manoj <shravanmanoj911@gmail.com>, Simon Saju <simonsaju1@gmail.com>, Sumayya Suhail <anzam.suhail4321@gmail.com>, swathy harish <swathyharish.5@gmail.com>, varmaashwarya3@gmail.com, dO Or DiE <amalpod1999@gmail.com>, Amal Ashwin <amalposeidon@gmail.com>, ananyarajesh33@gmail.com, anjalikrishnan11@gmail.com, Anjana K Saju <anjanaksaju97@gmail.com>, aravindittekot@gmail.com, Ardra Anil <ardraanil@gmail.com>, asishashok98@gmail.com, gitugp98@gmail.com, tsathira2112@gmail.com, athulyakt69@gmail.com, dennycjose@gmail.com, dilukp1997@gmail.com, kipthiyasharief@gmail.com, geetikagopinath99@gmail.com, Honey Manoj <honeymanoj76@gmail.com>, krishnaganesh1417@gmail.com, navyamartin06@gmail.com, Vishnupriya Sajeekumar <vpriyasajeekumar@gmail.com>, lakshmisree2244@gmail.com, tejas cj <tejascj99@gmail.com>, jomelthomas007@gmail.com, Agatha Aji <agathaaji99@gmail.com>, ANAGHA SUJITH <anagha16sujith@gmail.com>, Bestin Antu <bestinantunps@gmail.com>, gokul das <gokulmdas99@gmail.com>, Gopika Manoj <gopikaareilgm@gmail.com>, JANET JOBY <janetjobyc@gmail.com>, Krishnapriya <krishnapriyajayakumar1@gmail.com>, Sarath Sajan <sarathsajan1998@gmail.com>, SONA PETER <sonachikku2000@gmail.com>, vishnu k menon <vishnukm147@gmail.com>

Dear all,

I hope my email finds you well.

I am very happy to share a great and rare opportunity provided by Acsia technologies (<https://www.acsiatech.com>) to work on an automotive project with a German client.

Eligibility:

- **Knowledge to code in C++ with passion to work in an automotive industry**
- B.Tech 2021 passout (all branches)
- Students with any number of supply can apply

Details of the placement

- Training will start immediately in 3-4 days time. The first phase training can be done from home. The training will be on a C++ and on a platform for automotive training provided by Acsia. Acsia will provide this paid platform of training free. After successful completion of the training the second phase training starts.
- Second phase will be an Project specific training at Acsia technologies campus Trivandrum. After the completion of the training you will be assigned to the automotive project with a German client.
- The project duration will be 4-6 months. A stipend of 16-20k per month will be provided during the project.
- After successful completion of the project, students giving good performance will be recruited by Acsia.

If you are really interested please apply by entering your details in the link below.

<https://docs.google.com/spreadsheets/d/1E5rWbLvx3NcgTKK1kNwRUI93yF39HJghJWINDcZb2N4/edit?usp=sharing>

Only students with knowledge of C++ and having the passion to learn and work with the automotive industry need to apply.

Thanks and Regards,
Varun

--

Dr. Varun G Menon, *Senior Member IEEE, ACM Distinguished Speaker*

Associate Professor and Head

Department of Computer Science and Engineering

International Collaborations -in charge

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Kerala, India - 683 576, Mob: +91 8714504684

Associate Editor - Physical Communications Journal, Elsevier

Series Editor - IEEE Transactions on Intelligent Transportation Systems

Series Editor - IEEE Communications Standards Magazine

Technical Editor - Computer Communications Journal, Elsevier

Associate Editor - Alexandria Engineering Journal, Elsevier

Associate Editor - IET Networks

Associate Editor - IET Quantum Communications

Editorial Member - IEEE Future Directions Newsletter

SSET <sset@scmsgroup.org>

Fri, Oct 1, 2021 at 8:55 PM

To: abishek jose <abishekjose1@gmail.com>, Akshay Ajith <akshay007ajith@gmail.com>, amaldevmlal4@gmail.com, unnimayamru@gmail.com, anjalyangel1999@gmail.com, anjali99vinod@gmail.com, anna christintha <christinthaanna06@gmail.com>, Aswin S Kumar <aswinscorpion@gmail.com>, aswinshaji1141@gmail.com, atulvenu666@gmail.com, bharath kr <bharathkadungoth@gmail.com>, Elvin George <elvintheakkanath@gmail.com>, Fathima Hussain <fathimaHussain24@gmail.com>, iamgokulgnadh@gmail.com, harikrishnamg97@gmail.com, Harikrishnan Veluthattu <harikrishnanveluthattu@gmail.com>, harithababu1998@gmail.com, jayesh mohan <jayeshmohan0@gmail.com>, josephbabum1999@gmail.com, manulaby1999@gmail.com, munna rizan <rizanmohd234@gmail.com>, mohammedawaz22@gmail.com, nakashfz19@gmail.com, rajeswaryvenugopal07@gmail.com, anshyasmile@gmail.com, sai1079ofz@gmail.com, shibin M S <shibinmadathingal1998@gmail.com>, Shiyas Shams <shiyasshamz@gmail.com>, Shojo johnson <shojjohnson18@gmail.com>, sreelalm1999@gmail.com, tritinthomas@gmail.com, Vishnu Unnikrishnan <vishnuabl2@gmail.com>, aishwarya anand <ayeeshwanand@gmail.com>, Misha George <jishamisha@gmail.com>, Sayooj Suresh <sayoojsuresh.suresh6@gmail.com>, akhiltom1999@gmail.com, amalharidas333@gmail.com, anandpp489@gmail.com, "ANANDA KRISHNAN.K.N" <anandakrishnan.indian@gmail.com>, ANANDAKRISHNAN N <anandakrishnankichu123@gmail.com>, the_wanderlust_gypsy <ananthukodamala@gmail.com>, aneeshmenon6658@gmail.com, anelthomas1999@gmail.com, CARBON productions <anubhav.s27@gmail.com>, Arjun Pillai <aragan.arjund.aryts@gmail.com>, aveesh ajith <aveeshajith23@gmail.com>, Basil John <basiljohn1998@gmail.com>, Gokulkrishna GK <gokulkrishnagkv2@gmail.com>, Ihsan Salim <ihsansalim08@gmail.com>, joemon ct <joemonct04@gmail.com>, Madhav Hari <madhav.hari.007@gmail.com>, JAsi <jasimpk8@gmail.com>, munees9497@gmail.com, Nidish Sunil <nithishnsunil@gmail.com>, nikhilnikku528@gmail.com, nivilroyjbl@gmail.com, Prajul Erzhan <prajulmp389@gmail.com>, sachinn890@gmail.com, Swaraj Thankan <swarajthankan@gmail.com>, Tinson T T <tinson200tt@gmail.com>, Tony Sabu <antony2525@gmail.com>, vishnusajeev3@gmail.com, jesvinoc729@gmail.com, navaneeth gs <navaneethgspba@gmail.com>, Abdul basith basith <basithabdulbasith275072@gmail.com>, Abhijith Menon <kannankedaram@gmail.com>, ccabhilash20@gmail.com, adarshprabhakar639@gmail.com, adwaitkaravettakudy999@gmail.com, afthabmohammed18@gmail.com, Akash Nlr <aramanaakash@gmail.com>, Muhammed Farhan <muhammedfarhan777@gmail.com>, Akhil Saji



INTERNSHIP AGREEMENT

This internship agreement (“Agreement”) is made and effective this **8 November 2021**

BETWEEN:

Aneesh Menon (herein after called the “Intern”), an individual with his permanent address at Sreyas House(Kozhipra House), Thrissur, Kerala-680306 AND:

Acsia Technologies Private Limited a company incorporate under the Indian Companies Act, having its registered office at Trivandrum.The Employer and Intern are hereinafter collectively referred to as “Parties” or individually as “Party”.

The Company is willing to accept the intern on internship and the Intern is willing to work with the Company as an intern, with stipend of **Rs. 7500 per Month** (Rupees Seven Thousand Five Hundred per month), for a period of 6 (six) months from the date of signing this Agreement. A ‘certificate of internship’ will be issued to the intern after successful completion of internship at the Company.

Private & Confidential



 **Acsia Technologies (P) Ltd.**
Yamuna, SEZ II, Technopark,
Kulathoor P. O, Trivandrum,
Kerala-695583, India.
 +91 471 2710033
 info@acsiatech.com
 www.acsiatech.com

Private & Confidential

Version 1.0

IT IS HEREBY MUTUALLY AGREED TO BY AND BETWEEN THE PARTIES

HERETO AS

FOLLOWS:.

Terms & Conditions of the Internship

1.Working Hours

The Intern will not be considered an official or a staff member of the Internship Organisation. However, to fulfil obligations during the training period the Intern is expected to perform his duties like any other official of the Internship Organisation. The official training hours for the intern will be from 9:00 a.m. to 06:00 p.m., Mondays to Fridays. However, the Intern may be required to work different, additional, or outside of normal training hours if necessary, for completion of specific training activities. The intern shall be required to attend minimum training hours of 40 (forty) hours a week. The Intern provide notice to the Trainer or other official designated by the Company of any illness or other unavoidable circumstances that might prevent him / her from attending work or completing the Internship.

2. Duration of Internship



Internship period shall be for 6 (six) months from the date of signing this Agreement, which may be terminated earlier if the Intern fails to follow the rules and regulations of the Internship Organisation

3.Conflict of Interest:

The Training offered to calls for whole time Internship and the Intern will devote time exclusively to the internship offered and will not undertake any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any trade or business, during Internship period.

4.Duties

So long as the intern is undergoing internship hereunder, he / she shall perform assignments diligently, to the best of his/her ability, to the reasonable satisfaction of the Internship Organisation and at a level of competency and effectiveness consistent with the academic studies undergone; The Intern shall comply with all policies, rules and regulations now or hereafter applicable to the employees of the Internship Organisation and to perform assignments in compliance with applicable laws, rules and regulations now or hereafter in effect.

5.Change of information

The intern shall inform the Internship Organisation of any change in his/her personal data immediately during the internship period. Any notice to be given to the Intern shall be deemed to have been duly and properly given if delivered at the address in India, as recorded with the Internship Organisation.

6.Non-Disclosure agreement

On joining, the intern shall be signing a non-disclosure agreement with the Internship Organisation.

7.Intellectual Property rights

Any and all developments, inventions, improvements, methods, ideas, discoveries, business or technical innovations (whether patentable or not), technologies, creative or professional work



product, works of authorship and other intellectual property in any medium that may be developed, conceived or reduced to practice by the Intern (whether solely or jointly with others) during the course of Internship with the Internship Organisation, whether or not during regular training hours, and which relate to or are connected directly or indirectly with the business of the Internship Organisation including, without limitation to, any of their respective products or processes (collectively, “ Developments”), shall be the sole and exclusive property of the Internship Organisation. The Intern shall not be entitled to any compensation, benefits or other consideration from the Internship Organisation in exchange for ownership, use or transfer of any Developments during the Internship period. The Intern agree to disclose all Developments to the Internship Organisation in reasonable detail promptly following the development or conception of the same. The Intern hereby assign to the Internship Organisation, any and all Developments and further agree to execute in favour of the Internship Organisation (or its designee) all such instruments of conveyance, assignment and transfer as may be requested from time to time by the Internship Organisation, whether during the term of internship or thereafter, in order to more fully vest in the Internship Organisation (or its designee) title to any and all Developments during the training period (and any related patents, patent applications, trademarks, trademark registrations, trade names, copyrights, copyright registrations and the like). In the event the Internship Organisation decides, in its discretion, to file for patent, copyright or trademark protection with respect to any Developments during the internship period in any jurisdiction, the Intern agree to reasonably cooperate with the Internship Organisation in furtherance of those efforts, during the term of internship or at any time thereafter.

8. Quality and Information Security policies

The Intern shall comply with Internship Organisation’s Quality and Information Security policies, standards, guidelines and procedures and any breach will result in termination of Internship. Policies will be explained to the Intern before commencement of the internship.

9. Termination of Internship

Private & Confidential

Unsatisfactory performance may lead to the termination of the internship at the initiative of the Internship Organisation, subject to an appropriate notice period of at least one week.

10. General

The above terms and conditions are based on Company policies, procedures and other rules of the Internship Organisation currently applicable in India as well as overseas and are subject to amendments and adjustments from time to time. In all matters, including those not specifically covered here such as traveling, code of conduct, etc., the intern will be governed by the rules of the Company as shall be in force during the internship period

Declaration

I hereby declare that I have gone through and understood all the terms and conditions mentioned in this document and I accept and agree to abide by them.

I understand that my relationship with Acsia Technologies Pvt Ltd is that of an Intern and an Internship Organisation providing practical training and there is no expectancy of employment at the end of the internship period. I may apply to any job openings of the Company, during or after the internship period, but shall be considered as an external candidate.



.....

Candidate ANEESH MENON

Date: 03-11-2021



 Acsia Technologies (P) Ltd.
Yamuna, SEZ II, Technopark,
Kulathoor P. O, Trivandrum,
Kerala-695583, India.

 +91 471 2710033

 info@acsiatech.com

 www.acsiatech.com



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 www.acsiatech.com

INTERNSHIP AGREEMENT

This internship agreement (“Agreement”) is made and effective this **8 November 2021**

BETWEEN:

SANTHANU S NAIR (herein after called the “Intern”), an individual with her permanent address at

'Pranavam', TC-9/2044-1, Kochar Road, Sasthamangalam, TVPM-10 AND:

Acsia Technologies Private Limited a company incorporate under the Indian Companies Act, having its registered office at Trivandrum. The Employer and Intern are hereinafter collectively referred to as “Parties” or individually as “Party”.

The Company is willing to accept the intern on internship and the Intern is willing to work with the Company as an intern, with stipend of **Rs. 7500 per Month** (Rupees Seven Thousand Five Hundred per month), for a period of 6 (six) months from the date of signing this Agreement. A ‘certificate of internship’ will be issued to the intern after successful completion of internship at the Company.

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So long as the intern is undergoing internship hereunder, he / she shall perform assignments diligently, to the best of his/her ability, to the reasonable satisfaction of the Internship Organisation and at a level of competency and effectiveness consistent with the academic studies undergone; The Intern shall comply with all policies, rules and regulations now or hereafter applicable to the employees of the Internship Organisation and to perform assignments in compliance with applicable laws, rules and regulations now or hereafter in effect.

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On joining, the intern shall be signing a non-disclosure agreement with the Internship Organisation.

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Any and all developments, inventions, improvements, methods, ideas, discoveries, business or technical innovations (whether patentable or not), technologies, creative or professional work



product, works of authorship and other intellectual property in any medium that may be developed, conceived or reduced to practice by the Intern (whether solely or jointly with others) during the course of Internship with the Internship Organisation, whether or not during regular training hours, and which relate to or are connected directly or indirectly with the business of the Internship Organisation including, without limitation to, any of their respective products or processes (collectively, “ Developments”), shall be the sole and exclusive property of the Internship Organisation. The Intern shall not be entitled to any compensation, benefits or other consideration from the Internship Organisation in exchange for ownership, use or transfer of any Developments during the Internship period. The Intern agree to disclose all Developments to the Internship Organisation in reasonable detail promptly following the development or conception of the same. The Intern hereby assign to the Internship Organisation, any and all Developments and further agree to execute in favour of the Internship Organisation (or its designee) all such instruments of conveyance, assignment and transfer as may be requested from time to time by the Internship Organisation, whether during the term of internship or thereafter, in order to more fully vest in the Internship Organisation (or its designee) title to any and all Developments during the training period (and any related patents, patent applications, trademarks, trademark registrations, trade names, copyrights, copyright registrations and the like). In the event the Internship Organisation decides, in its discretion, to file for patent, copyright or trademark protection with respect to any Developments during the internship period in any jurisdiction, the Intern agree to reasonably cooperate with the Internship Organisation in furtherance of those efforts, during the term of internship or at any time thereafter.

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The Intern shall comply with Internship Organisation’s Quality and Information Security policies, standards, guidelines and procedures and any breach will result in termination of Internship. Policies will be explained to the Intern before commencement of the internship.

9. Termination of Internship



Private & Confidential

Unsatisfactory performance may lead to the termination of the internship at the initiative of the Internship Organisation, subject to an appropriate notice period of at least one week.

10. General

The above terms and conditions are based on Company policies, procedures and other rules of the Internship Organisation currently applicable in India as well as overseas and are subject to amendments and adjustments from time to time. In all matters, including those not specifically covered here such as traveling, code of conduct, etc., the intern will be governed by the rules of the Company as shall be in force during the internship period



Declaration

I hereby declare that I have gone through and understood all the terms and conditions mentioned in this document and I accept and agree to abide by them.

I understand that my relationship with Acsia Technologies Pvt Ltd is that of an Intern and an Internship Organisation providing practical training and there is no expectancy of employment at the end of the internship period. I may apply to any job openings of the Company, during or after the internship period, but shall be considered as an external candidate.

.....

Candidate

Date:



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment Program 2019 Confirmation

6 messages

Sonu Jose <sonu.jose@infosys.com>

Tue, Sep 18, 2018 at 1:54 PM

To: "Sahadevan R." <Sahadevan@scmsgroup.org>, SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>



Dear Prof. Sahadevan,

Greetings from Infosys!

We are entering into yet another exciting season of campus recruitment and we are elated you have chosen to partner with us this year. In continuation to our earlier email and discussions we are pleased to confirm our presence at your institute on **10th and 11th October 2018** for campus recruitment as a **Day 1 exclusive** company.

Please find below the schedule for the event,

Activity	Duration	No. of Questions
Day 1		
Company PPT and Q&A session	60 mins	NA
Online registration	10 mins	NA
Test-Section I/Arithmetic Reasoning and Analytical Thinking	25 mins	15 questions
Test-Section II/ Mathematical critical thinking and Logical reasoning	35 mins	10 questions
Test Section III/Test of communicative English	35 mins	40 questions
Day 2		
Interview(s)	As per schedule shared on Day 1	

Since the test process would be an online assessment we require your system details as per the attached format. Kindly share this '**System Information Sheet**' by **25-September-2018**. Also find attached the '**Student details sheet**' in which the data of eligible students is to be shared by **30-September-2018**. Kindly refer to the eligibility document shared with you through our earlier email.

Please share the attached '**Important Instructions to Students**' and '**Scholastic Average Sheet**' with the eligible candidates and communicate to them to adhere to the recommended time lines. The students need to carry a hand filled hard copy of the "Scholastic

Average Sheet" on the day of the test process.

Kindly note: The processes are system driven, hence any changes or additions post the cutoff date shall not be entertained.

Look forward to a very fruitful association with your institute this year!

Regards,





Sonu Jose

Talent Acquisition – Infosys Limited



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4 attachments





-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: "Mahendra K.S." <mahendra@scmsgroup.org>

Wed, Sep 19, 2018 at 10:27 AM

[Quoted text hidden]

4 attachments

-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: Sonu Jose <sonu.jose@infosys.com>
Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>

Mon, Sep 24, 2018 at 2:54 PM

Dear Sir,

Thanks for the confirmation of Infosys recruitment drive on **10th and 11th October 2018** as Day1 exclusive company. As per the mail, I am attaching herewith the filled System Information Sheet for your kind reference.

Regards

Mr. Mahendra K. S.
Placement Officer
SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450330



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment : Selected Candidates

1 message

SSET <sset@scmsgroup.org>

Fri, Oct 12, 2018 at 11:55 AM

Bcc: Jayesh Red <jayeshred20@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, adarsh sisi tk Ashi <adarshsasi.tk@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, althafashruf997@gmail.com, amalnambar97@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand Anil <anandanil1997@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, apu joseph <apujoseph55@gmail.com>, aravindsabu5453@gmail.com, Aravind Uday <aravind.uday97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun krishna <arjunkrishna288@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswinpushkar@gmail.com, aswin chand <ppaswinlatha@gmail.com>, athuljyothis18@gmail.com, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, vpoyil@yahoo.co.in, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, bonny thomas <bonnythomask@gmail.com>, Clement Davis <clement.davis56@gmail.com>, Dany VA <danyvadassery@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, eby paulachan <ebypaulachan6413@gmail.com>, emmanuel joy <emmanuelJoy11@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, gauthamkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Gokul Anil <gokulanil48@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Haresh ps <hareshps418@gmail.com>, "Hari govind .a" <harimadhavam10@gmail.com>, iguzz creations <ignaciouscherian123@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, JEFFREY SHAJI <jeffreyshaji1997@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, jithild@gmail.com, Jithin Joseph <jithin7797@gmail.com>, joel antony <joelantonyalbert@gmail.com>, John Zachariah <johnzach96@gmail.com>, joseph sabu <josephsabu360@gmail.com>, joswin m o <joswinmo44@gmail.com>, jussaim007@gmail.com, maheshchandrababu97@gmail.com, Arunjith Kr <arunvi67@gmail.com>, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni Menon <krishnanunni.n.menon@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongeorge97@gmail.com>, Luke Dennis <lukedennis007@gmail.com>, manumohan0173@gmail.com, Mohammed Sahal <mohammedsahal356@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Nandagopal MNair <nandagopalnmair7@gmail.com>, nandhusanthosh22@gmail.com, Naveen Gopalakrishnan <naveengoploo@gmail.com>, Neil Jacob Abraham <neiljacobabraham@gmail.com>, Nigal Paul <nigalpaul61@gmail.com>, NIKHIL GEORGE <nikhilpopzgeorge@gmail.com>, nikhil George <nikhilmgeorge@gmail.com>, NITHIN KV <nithinkarurussi@gmail.com>, Nithin Raveendran <nithinraveendrann@gmail.com>, aravindba50@gmail.com, Raghav Sunil <raghavsunil.sachu@gmail.com>, Rahulk Pankajakshan <rahulkpankajakshan@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Rojin Jose <rojinjose282@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajith m p <sajithmp97@gmail.com>, Sanjay Mathew <sanjaymathew83@gmail.com>, Saul Joy <saul12joy@gmail.com>, Sebastian Jacob <sebjak459@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, Shawn Thomas George <shawnthomas97@gmail.com>, shifashameed16@gmail.com, Shreeram Raghupathy <shreeramcbe@gmail.com>, sreejith.r@live.com, Thoppil Sreejith <tsreejith999@gmail.com>, ts sreejith <sreejithoknow@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, thomas.joji@outlook.com, "THOMSON N.K" <thomsonnkmeloor@gmail.com>, Rahul Vinod <rahulvi1987@gmail.com>, Hari Krishnan <harikrishnan910@gmail.com>, j.vaisu97@gmail.com, Varun Jain <vjkhersingh@gmail.com>, VIMAL RANJEEV <vimalranjeev9@gmail.com>, Vivek K Sunil <vivekksunil100@gmail.com>, vysakksreenivas@gmail.com, abhay krishnan <abi007krishnan@gmail.com>, "ABHIJITH .V" <abhijithv575@gmail.com>, archeroono Gaming <girarcus@gmail.com>, allrounder sport <abhinandtheallrounder@gmail.com>, Abind Krishna <abindkrishna47@gmail.com>, Ajith Sankar <ajithsankar90@gmail.com>, ALAN ANTO <alananto1997@gmail.com>, albinmp4@gmail.com, allenmathews@rediff.com, Ambady Anil <ambadyanil007@gmail.com>, ANAND KC <anand.appu321@gmail.com>, Athul Ashok <athulashok300696@gmail.com>, Ayoob Ameen <ayoobameenpukodaly@gmail.com>, AZHAR IBRAHIM <azharrockz786@gmail.com>, "Ben k.s" <benchlsea@gmail.com>, Bijil Babu <bijilbabu470@gmail.com>, Chandra Prakash <chandraprakashplr@gmail.com>, charukesh pm <pmcharukesh@gmail.com>, "devakrishna c.premji" <devakrishnac@gmail.com>, Godfrin Dual <godfrindualj@gmail.com>, Hashim Hamza <hashimblackkp96@gmail.com>, Jayakrishnan B <jayakrishna50@gmail.com>, jayakrishnan.jkb@gmail.com, joyjithin244@gmail.com, Karthik Ramanathan <karthikramanath96@gmail.com>, Krishna Vini <krishvini1309@gmail.com>, Leo Swithin <leoswithin710@gmail.com>, Rohith M <rohithm26@gmail.com>, MOHAMMED AZIL <azilerattakulam@gmail.com>, Mohammed Shahinsha <shahinsha96@gmail.com>, Sachin George <sachingeorge97@gmail.com>, ROSHAN JOHN MATHEW <rjm77255277cw@gmail.com>, sachin ks <777sachinks@gmail.com>, s_santhanu@ymail.com, Jhonson

Sl No	Name	Email ID
1	Santhanu S Nair	s_santhanu@ymail.com
2	Anand Lokanath	anandlokanath123@gmail.com
3	Anne Jacob	annejacobkunnumpurath@gmail.com
4	Aswin Balachandran	aswin456@gmail.com
5	Devika S	devuolavaipu@gmail.com
6	FAHMIN FIROZ	firozfahmin@gmail.com
7	Gayathri V Marar	gaya3viswanath@gmail.com
8	Greety C Maria	greetyc@gmail.com
9	Jiya Joy	jiyajoy397@gmail.com
10	Mariya Roy	mariyaroy21@gmail.com
11	Rahendhu Haridas	rahendhuhari9@gmail.com
12	Roshni Pavithran	roshnipavithran9@gmail.com
13	Shanaraj V K	iamshanashan@gmail.com
14	Sunairah Syed Mahin	sunairah96@gmail.com
15	Tina Maria Kurian	mtinu12@gmail.com
16	Alisha K Thomas	ca-521@scmsgroup.org
17	Amal Jaison	amaljaison.k@gmail.com
18	Amalu Prem	amalupremc@gmail.com
19	Anamika T S	ca-520@scmsgroup.org
20	Anu Jeevan	anujeevan19@gmail.com
21	Ayana Lalan K	ca-524@scmsgroup.org
22	Dheesha O K	jdeeshaprakash@gmail.com
23	Aarathy Menon	aarathymenon21@gmail.com
24	Aditya Hari	adityahari96@gmail.com
25	Aiswarya K	aiswarya414@gmail.com
26	Ajay Paul	a4ajay619@gmail.com
27	Akamksha Mohandas	akamksha222@gmail.com
28	Alen Joseph Benny	alenjbenny24@gmail.com
29	Alina Job	alinajob97@gmail.com
30	Aswathi N Kutty	aswathink1997@gmail.com
31	Athira S Menon	menonsathira@gmail.com
32	Ayisha Jalal	ayishajalal97@gmail.com
33	Ayisha Safrin	ayishasafrinp@gmail.com
34	Deepthi V S	deepthyworld@gmail.com
35	Dennis Kuruvilla	denniskuruvilla777@gmail.com
36	Devanand P	devanannd@gmail.com
37	Divya S Anand	divyasanand.22@gmail.com
38	Donna Maria Spencer	donna.spencer95@gmail.com
39	Godvin Poulouse	godvinpoulouse2@gmail.com
40	Gopika Prakash	gopikaparakash09@gmail.com
41	Gopika Raj	raj.gopika97@gmail.com
42	Harikrishnan D	hari555.hd@gmail.com
43	Harita Ranjit	harita.ranjit@yahoo.com
44	Hawas Alakkal Musthafa	hawasmusthafa@gmail.com
45	Ijas A H	ijas.ah96@gmail.com
46	K S Keerthi	keerthi.s.geet@gmail.com

47	Karthika K Nair	nairkarthika238@gmail.com
48	Kavya Bharathan	kavyasakb@gmail.com
49	Malavika Prakash	malavikapraakashkumar@gmail.com
50	Maria .	mariatoffee@yahoo.in
51	Misna Ali	misna123@gmail.com
52	Neil Dianitius	neildiny@gmail.com
53	Nidhi O R	nidhirajeev2015@gmail.com
54	Razmil Minhaj	razmilminhaj007@gmail.com
55	Renjima E Rajan	renjimaerajan@gmail.com
56	Riya Samuel	riyavsamuel@gmail.com
57	Rose Mary Poly	rosemarypoly777@gmail.com
58	Sachin P	sachin.puthiyaparamban@gmail.com
59	Sajna Sajeev	sajna399@gmail.com
60	Samal Muhammed	samalsunil0@gmail.com
61	Sarath M R	sarath6306@gmail.com
62	Shahsad Abdullah	shahsad1995@gmail.com
63	Sharath Srikumar Nair	sharath_nair@outlook.com
64	Sidharth V	sidharth.v.mtr@gmail.com
65	Smitha Sunny	sinnansunny97@gmail.com
66	Sreedath P S	sreedathps19@gmail.com
67	Sreelakshmi R Raju	sreelakshmilachus271097@gmail.com
68	Sudhiesh Kumar	sudheeshxyril08@gmail.com
69	Swetha K P	swethasurendran02@gmail.com
70	Vishnu C	vishnu080797@gmail.com
71	Vishnu Vijayakumar	vishnu7197@gmail.com
72	Vismaya Bhaskaran	vismayabhaskaran97@gmail.com
73	Vyshanavi R	achumambrol@gmail.com
74	Zerene Anwar	zerene999@gmail.com
75	Amrutha Anilkumar	amruthaanilkumar24@gmail.com
76	Angelina Teresa	angelinateresa79@gmail.com
77	Anjaly Antony	anjalyantony97@gmail.com
78	Arjun K Ajayan	arjunkajayan1997@gmail.com
79	Darsana K C	darsanakc@gmail.com
80	Ganesh M Nair	nairganesh98@gmail.com
81	Harsha Pradeep	hp46985@gmail.com
82	Hridhya Jolly K	hridhya97@gmail.com
83	Jyothika S Philip	jyothikasphilip@gmail.com
84	Kajal Sathian	kajalsathyan@gmail.com
85	Krishna R Kumar	krishnapavizham35@yahoo.com
86	Krishna Sudheer C	krishnasudheer006@gmail.com
87	Mohitha Thampy	mohithathampy@gmail.com
88	Nivedita B	niveditakarar@gmail.com
89	SACHIN FRANCIS	sachinfrancis212@gmail.com
90	Sadhiya E M	sadhiyaem@gmail.com
91	Sarath S	sarathsmailbox1997@gmail.com
92	Shwetha Mary Sam	shwethamary123@gmail.com
93	Surya Joseph	suryaj9128@gmail.com

94	Akhila Anil	akhilaanilseven@gmail.com
95	Akhilnath K A	akhilnathka303@gmail.com
96	Amal Johnson	amaljohnsonkannampuzha@gmail.com
97	Anand M C	anandmatheth@gmail.com
98	Anjala Khan M N	anjalakhan98@gmail.com
99	Aparna Ajayakumar	aparnaakumartp@gmail.com
100	Fathima S	fathimashajahan319@gmail.com
101	Irene G Alapatt	irenegalapatt@gmail.com
102	Jyothi Krishna M V	jyothikmv@gmail.com
103	Sabeena Sandra	sandrasaval11@gmail.com
104	Sanjay Krishna T S	sanjaykrishnats@gmail.com
105	Sanju Bhaskar K S	sanjusindhuraj@gmail.com
106	Manju Chandran	manjuchandran36@gmail.com
107	Raafath Abdul Kadar	akraafath@gmail.com
108	A J Jayesh	jayeshred20@gmail.com
109	Aashik Salim	aashiksalim97@gmail.com
110	Akhil K M	km.akhil005@gmail.com
111	Alfred Lonappan Pidiyath	alfred.281997@gmail.com
112	Anand Anil Nair	anand.uthram@gmail.com
113	Anil Manjaly Anto	anilanto007@gmail.com
114	Aswin C	aswin4054@gmail.com
115	Fredy C Jose	fredycheerakathil@gmail.com
116	Gopikrishnan S	gopikrishnanshaji@gmail.com
117	John Zachariah	johnzach96@gmail.com
118	Kurian Paul	kurianpaul10@gmail.com
119	Kurumpolil Mahesh Chandra Babu	maheshchandrababu97@gmail.com
120	Manu Mohan	manumohan0173@gmail.com
121	Naveen Gopalakrishnan	naveengoploo@gmail.com
122	Rahul Ramesh Menon	rahulrmenon1996@gmail.com
123	Risvan T M	risvantmajeed.17@gmail.com
124	Rithesh K Thomas	ritheshkthomas@gmail.com
125	Robin Sebastian	sebastianrobin543@gmail.com
126	Sajith M P	sajithmp97@gmail.com
127	Saul Joy	saul12joy@gmail.com
128	SHREERAM RAGHUPATHY	shreeramcbe@gmail.com
129	Thomas George	thomas.joji2718@gmail.com
130	Thomson N K	thomsonnkmloor@gmail.com
131	Vimal Ranjeev	vimalranjeev9@gmail.com

[illegible]

[illegible]

[illegible]



HRD/3T/19-20/12746972

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

August 1, 2019

Dear Aswin,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.08.01 14:29:27 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12746972

August 1, 2019

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

Dear Aswin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747002

July 08, 2019

Ms. Fathima S
Candidate ID: 12747002
Firdous, Kannothe Road,
Unichira Thykavu, Changampuzha Nagar P.O
Ernakulam - 682033
Kerala
India
Ph: (91) 94957 36729

Dear Fathima,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 16, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746961

September 6, 2019

Mr. Santhanu S Nair
Candidate ID: 12746961
Pranavam, Tc-9/2044-1,
Kochar Road, Sasthamangalam
Thiruvananthapuram - 695010
Kerala
India
Ph: (91) 94967 76828

Dear Santhanu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746797

September 6, 2019

Mr. Anand Lokanath
Candidate ID: 12746797
Lovely,
Tuneri, Vatakara
Kozhikode - 673505
Kerala
India
Ph: (91) 99461 97881

Dear Anand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747001

September 5, 2019

Ms. Devika S
Candidate ID: 12747001
Sreesailam,
Olavaipu P O, Cherthala
Alappuzha - 688526
Kerala
India
Ph: (91) 98466 86370

Dear Devika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746945

August 1, 2019

Mr. Fahmin Firoz
Candidate ID: 12746945
Mookada House,
Perumbavoor P.O
Ernkulam - 683542
Kerala
India
Ph: (91) 82817 27519

Dear Fahmin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746932

September 5, 2019

Ms. Gayathri V Marar
Candidate ID: 12746932
Padickal Marath,
Thuruthissery, Mekkad P.O
Ernakulam - 683589
Kerala
India
Ph: (91) 94977 96759

Dear Gayathri,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746982

September 5, 2019

Ms. Greety C Maria
Candidate ID: 12746982
Thekkekkara House,
Kidangoor P.O, Angamaly
Ernakulam - 683572
Kerala
India
Ph: (91) 93495 14825

Dear Greety,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746930

July 30, 2019

Ms. Jiya Joy
Candidate ID: 12746930
Kooren House,
Providence Road
Ernakulam - 682018
Kerala
India
Ph: (91) 97459 05240

Dear Jiya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746989

September 5, 2019

Ms. Mariya Roy
Candidate ID: 12746989
Chintavalappu Flats Block, 7 F.2, F2,
Puthyara P.O
Kozhikode - 673004
Kerala
India
Ph: (91) 96450 65270

Dear Mariya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746934

July 09, 2019

Ms. Rahendhu Haridas
Candidate ID: 12746934
H.No. 9/602 A1,
Pandikudy, Mattanchery P.O
Ernakulam - 682002
Kerala
India
Ph: (91) 75108 59589

Dear Rahendhu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746975

July 09, 2019

Ms. Roshni Pavithran
Candidate ID: 12746975
Kavil House,
Asokapuram P.O, Aluva
Ernakulam - 683101
Kerala
India
Ph: (91) 94009 37310

Dear Roshni,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747004

July 08, 2019

Ms. Shanaraj V K
Candidate ID: 12747004
Udayam,
Thiruvangad P.O, Thalassery
Kannur - 670103
Kerala
India
Ph: (91) 97456 12751

Dear Shanaraj,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 07, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746898

September 6, 2019

Ms. Sunairah Syed Mahin
Candidate ID: 12746898
Harisree Sreesylam Apts, Flat No B1B2,
Veliyannoor, Kokkala
Thrissur - 680021
Kerala
India
Ph: (91) 98957 44463

Dear Sunairah,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746892

July 09, 2019

Mr. Devanand P
Candidate ID: 12746892
Parayil(H),
Aruvai, Pazhanji P O
Thrissur - 680542
Kerala
India
Ph: (91) 81369 30090

Dear Devanand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746907

July 08, 2019

Ms. Rose Mary Poly
Candidate ID: 12746907
Ponthempilly House,
Chengal, Kalady P.O
Ernakulam - 683574
Kerala
India
Ph: (91) 95440 09953

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746786

September 6, 2019

Ms. Zerene Anwar
Candidate ID: 12746786
Hazeena Cottage,
Ettumanoor P.O
Kottayam - 686631
Kerala
India
Ph: (91) 81368 10429

Dear Zerene,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746912

September 5, 2019

Ms. Angelina Teresa
Candidate ID: 12746912
Chakkalakal House,
Vaduthala
Ernakulam - 682023
Kerala
India
Ph: (91) 98479 69804

Dear Angelina,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 14, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746951

September 6, 2019

Mr. Arjun K Ajayan
Candidate ID: 12746951
6713, C /Keetharaparambil,
Kurishupally Road, Perumanoor
Ernakulam - 682015
Kerala
India
Ph: (91) 80899 11067

Dear Arjun,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746970

September 5, 2019

Mr. Ganesh M Nair
Candidate ID: 12746970
Aiswarya, Vadakkethara,
Pazhayannur P.O
Thrissur - 680587
Kerala
India
Ph: (91) 73566 38599

Dear Ganesh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746966

July 08, 2019

Ms. Jyothika S Philip
Candidate ID: 12746966
Jyothis, Madathil Lane,
Thottakkattukara, Aluva
Ernakulam - 683108
Kerala
India
Ph: (91) 82815 58822

Dear Jyothika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





sset last name <sset@scmsgroup.org>

Fwd: Wipro - Elite National Talent Hunt for Engineering Graduates of 2019

3 messages

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Fri, Nov 2, 2018 at 1:46 PM

Please forward this email and follow up with our students on registration for Wipro.

----- Forwarded message -----

From: lavanam.amballa@wipro.com <lavanam.amballa@wipro.com>
Date: Fri, Nov 2, 2018, 13:45
Subject: Wipro - Elite National Talent Hunt for Engineering Graduates of 2019
To:
Cc: anitha.jose@wipro.com <anitha.jose@wipro.com>

Dear Academic Partner,

Greetings from Wipro!

Wipro has launched its Elite National Talent Hunt for Engineering Graduates of 2019 initiative.

We would like inform you that the registration links are live where you may ask the eligible candidates to register by accessing below links.

Wipro Career Page <https://careers.wipro.com/elite-nth.aspx>

Facebook <https://www.facebook.com/wiprocareers/photos/a.102775326473/10156935899351474/?type=3&theater>

Twitter <https://twitter.com/WiproCareers/status/1056786411179913216>

LinkedIn: <https://www.linkedin.com/feed/update/urn:li:activity:6462551430984241152>

This initiative is a unique platform for all the interested and eligible engineers of 2019, who want to build their career with Wipro and you are playing a major role in taking this initiative one step close to Success.

Please go through the below given note, to get a better idea about this process.

1. Meanwhile you circulate the registration links through your channels, we will be sharing you few banners and posters which you may share it. Not to circulate any unauthorized postings about **National Talent Hunt** and educate the students about Wipro's recruitment policy.

Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

2. The registration link will remain same for all the colleges across India.

3. Post registration, Candidates will go through a screening process and post which they will receive a Survey link followed by document upload page where they need to upload their academic marksheets.

4. Once candidates identified as eligible to be part of National Talent Hunt, a confirmation mail (call-letter) will be sent from our end. Test process will be conducted in Mid November.

Call letter will be sent atleast a week prior to the test.

5. Call-letter will have the following details –

- a. Event Date
- b. Reporting Time
- c. Venue Details (Which will be mapped by us. Candidate will not have an option to select the Test Venue)
- d. Other Basic details with regards to eligibility and required documents.

6. Only Online Assessment will be conducted on the confirmed dates and interviews will be planned in the coming weeks.

For any further queries, you may write to **Anitha Jose** - anitha.jose@wipro.com who is the Location Campus Lead for **Kerala** region. Look forward to your support.

We shall share more updates with you on how to prepare the students which you may cascade to other fellow placement officers.

Lavanam Amballa



<http://marketing.wiprodigital.com/apps/wipro-esig/assets/images/logo-01.png>

National Campus Manager

Global Campus Hiring Team | Talent Acquisition | Bangalore

Wipro Limited

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The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com



image001.jpg
3K

SSET <sset@scmsgroup.org>

Fri, Nov 2, 2018 at 3:45 PM

Bcc: abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, Ahmed Sharafudeen <ahmedzsha97@gmail.com>, aishwarya johnson <aishwaryajohnsonpl@gmail.com>, ajaisooryan@yahoo.com, Ajay Warriar <ajayrwarrier@gmail.com>, Akhil Anders JR <akhilandersjr@gmail.com>, akshay anil <akshayanil36151@gmail.com>, Akshay Anil <akshayanil007@gmail.com>,

amal govind <amalgovind46@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerasar@gmail.com, Ash B <asniyabas15@gmail.com>, Aswathy Arangath <aswathyarangath49@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, Deepak Deeraj <deepak.deeraj97@gmail.com>, derin.jose01@gmail.com, Don jose <jodonjo@gmail.com>, doyalasabu@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, harsh madani <harsh.madani36@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, Pavithra Guru <pavigurur@gmail.com>, pranav_97@live.com, PRAVEEN PRINCE <praveenprince7165@gmail.com>, rahidh saheer <Rahidhrockz@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Raizal Faizy <Raizalfaizy11@gmail.com>, ranjini888nair@gmail.com, rebecca joshua <rebeccawinfred@gmail.com>, ROHIT K F <vividrohit@gmail.com>, Sajeetha Sajudheen <sajeethasajudheen23@gmail.com>, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, R-Kedgaming <vaishakm6@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilnambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewwattoly@gmail.com>, amith ravi <raviamith123@gmail.com>, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, bindu arnair@gmail.com, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, deepthyta1234@gmail.com, Derick davis <derickd20000@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, geethyvarghese123@gmail.com, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, jonathiyep@yahoo.com, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmibk1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasaliackal@gmail.com>, mtvc1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapibrahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <saahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rhrlmsh123@gmail.com>, Raniya saeed <sraniya855@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, Sandhya Krishnakumar <97sandhya@gmail.com>, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekhasajanek@gmail.com, shilpa Biju <shilpabiju@yahoo.in>, shilpapprasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, Sidharth Karat <sidharthk97@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>, abhijithajith21@yahoo.com, Adersh Ajith <adersh.ajith@gmail.com>, AISWARYA SHAJI <aiswaryaarackal27@gmail.com>, Albert Anto <albertanto608@gmail.com>, Ananthakrishnan R <ananthu763@gmail.com>, Anjana Warriar T <anjanatwarriar@gmail.com>, Ann Mary <annmarypaul099@gmail.com>, Antony Antoo <antonyantoo97@gmail.com>, antony vithayathil <vithayathilantony@gmail.com>, ARJUN HARI <arjunharikkam@gmail.com>, Ashik Pa <iambigcr7@gmail.com>, aswinip921@gmail.com, badish ca <badishblaze@gmail.com>, Benet Kolamkanny <benetbabu2828008@gmail.com>, BENIT BENNY <benitbenny@gmail.com>, jagadeesan cm <cm.jagadeesan0022@gmail.com>, Christeena John <christeenava@gmail.com>, Darshan Darshan <darshan.k.pradeep@gmail.com>, edwin george <edwingeorge123456789@gmail.com>, elsa antony <elsaantony100@gmail.com>, Gautham Sunil <gauthamsunil@gmail.com>, george m joy <georgemjoythegreat@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, gowriraveendran58@gmail.com, HARIKRISHNAN PALERI <hari444.paleri@gmail.com>, hasif rehman <hasifrehman.7@gmail.com>, Jobin Biju <jobinbiju@gmail.com>, jovithomas@gmail.com, krishnaja k <krishnajak67@gmail.com>, LAHIN SHAROOQUE <lahinsharooque@gmail.com>, Maneesh Murali <maneesh4evr@gmail.com>, MARTIN PAUL <martin1234paul@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Muhzin Muhammed <muhzin524@gmail.com>, Neelkrishna M <neelkrishna555@gmail.com>, pauljo thomas <pauljothomas37@gmail.com>, RONY DAVIS <ronykDavis@gmail.com>, ERROR 404 <sachinvarma930@gmail.com>, Sam JACOB ROY <samjacobroy@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shameem shad <shadbrother1@gmail.com>, shradhajith@gmail.com, shreeram kc <shreeram.skc@gmail.com>, Siddharth Nair <siddharthnair4u@gmail.com>, sonnetpkunju@gmail.com, sreelakshmimanattu@gmail.com, sreyadasp@gmail.com, tomsajiv@outlook.com, Vinayachandran P <vinayachandran001@gmail.com>, Vichu comm <vishnunair.sr@gmail.com>, Vivek George <vikig4188@gmail.com>, "Padmakumar P.K" <pradeepadmakumar@gmail.com>, WILLFRED M VARGHESE <willfredmvarghese2020@gmail.com>, yadhu ramesh <yadhuramesh96@gmail.com>, AISWARYA MENON <aishu191995@gmail.com>, Nazreen Sakheer <ajunazreen95@gmail.com>, Anagha S <anaghaajith1995@gmail.com>, Arya Aanand <aryaanand54@gmail.com>, eshithakv46@gmail.com, jameena va <jameenas9@gmail.com>, megha varghese <meghavarghese12@gmail.com>, sonali john <sonalijohn9@gmail.com>, swathi7181@gmail.com, Swathy



sset last name <sset@scmsgroup.org>

Fwd: NTH - Final selects - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY(SCMS)

1 message

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Mon, Jan 14, 2019 at 12:54 PM

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
SCMS Group of Educational Institutions
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2450330 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>



SCMS
GROUP OF EDUCATIONAL INSTITUTIONS

----- Forwarded message -----

From: anitha.jose@wipro.com <anitha.jose@wipro.com>
Date: Mon, Jan 14, 2019 at 7:51 AM
Subject: NTH - Final selects - SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY(SCMS)
To: varunmenon@scmsgroup.org <varunmenon@scmsgroup.org>



**Elite National
Talent Hunt-2019**

Wipro Elite National Talent Hunt 2019 | List of Selected Candidates

Dear Academic Partner,

Greetings from Wipro!

We are glad to inform that **Elite National Talent Hunt 2019** has run seamlessly, and we share its success with you! We appreciate the hard work and efforts of every one who has contributed to this, and hope this event has brought the students at your institute a step closer to their dream goal.

At the final stage of the event, we are pleased to share the results of the Interview rounds conducted in the month of December 2018. Please find the list of students who have cleared the Selection Process and received the online 'Letter of Intent' to join Wipro.

S No	Resume No.	Candidate Name
1	8264481	JINU
2	8258822	Rohit
3	8280928	Aswathy
4	8383612	T A Deepthy
5	8382610	C M Jagadeesan
6	8482833	Arjun
7	8469777	Jovito
8	8482439	NEHA
9	8481498	SAJEEHA
10	8481916	ALEX
11	8470849	Anandkrishna
12	8455697	Ajay
13	8519565	POOJA
14	8271857	Rebecca
15	8404847	V Rahul

Your cooperation and faith has helped us achieve this, and we sincerely appreciate it.

We look forward to such synergy in future and solicit your continued support.



APPOINTMENT LETTER

May 9, 2019

Dear **Pooja Jayakrishnan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Pooja Jayakrishnan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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APPOINTMENT LETTER

May 8, 2019

Dear **Aswathy A,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

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Bengaluru 560 035
India

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W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Aswathy A

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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W : wipro.com
C : L32102KA19A5PLC026800



APPOINTMENT LETTER

May 9, 2019

Dear **Rebecca Joshua**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

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Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Rebecca Joshua

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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India

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E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD0026800



APPOINTMENT LETTER

May 9, 2019

Dear **Sajeetha K S**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

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Bengaluru 560 035
India

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C : L32102KA19A5PLD020800



ANNEXURE III
SALARY OFFER SHEET

Name : Sajeeha K S

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLC020800



APPOINTMENT LETTER

May 10, 2019

Dear **Alex Mathew**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Alex Mathew

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 13, 2019

Dear **Aswathy Mohanan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

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- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Aswathy Mohanan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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APPOINTMENT LETTER

May 9, 2019

Dear **T A Deepthy**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
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ANNEXURE III
SALARY OFFER SHEET

Name : T A Deepthy

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
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Target Cost to Company per month	29,167
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APPOINTMENT LETTER

May 7, 2019

Dear **Neha Jayan**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
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- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Neha Jayan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
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APPOINTMENT LETTER

May 9, 2019

Dear **Jovito Thomas**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Jovito Thomas

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
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APPOINTMENT LETTER

May 9, 2019

Dear **Anandkrishna J,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
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- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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ANNEXURE III
SALARY OFFER SHEET

Name : Anandkrishna J

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
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APPOINTMENT LETTER

May 8, 2019

Dear **Jinu Manoj**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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ANNEXURE III
SALARY OFFER SHEET

Name : Jinu Manoj

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
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APPOINTMENT LETTER

May 9, 2019

Dear **V Rahul**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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ANNEXURE III
SALARY OFFER SHEET

Name : V Rahul

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
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sset last name <sset@scmsgroup.org>

Amazon pool drive

6 messages

Varun Jose <cr.rajagiri@gmail.com>
To: Placement Cell - RSET <pc.rajagiri@gmail.com>
Bcc: sset@scmsgroup.org

Tue, Jul 30, 2019 at 12:18 PM

Hi,

Greetings from Rajagiri Placement Cell !!

Amazon pool drive

Registration Link : <https://forms.gle/Pfy4j1zhwohQXrYw8>

Interested candidates kindly register on or before 04-08-2019

Graduates with mandatory written and oral fluency in English and Hindi.

Oral fluency in Malayalam is required

Basic analytical and logical reasoning skills.

Ability to deliver acceptable quality of transcripts with minimal guidance.

Working knowledge of computers (Basic MS Office related skills) and good typing proficiency

Ability to comprehend multiple accents.

Passion to work in a fast paced, highly collaborative and dynamic work environment

Annotation and Transcription for Alexa Device

Any Bachelor's degree

Meets predetermined and assigned productivity targets and quality standards.

2019 pass outs without arrears can also apply.

Important Note:

Should be flexible to work in rotational shift, night shift and 2 days week offs.

Notice period : Immediate joiners only.

We are looking forward to hire any graduate (Arts/Engineering) who has good written and oral communication in English & Hindi with oral fluency in Malayalam

Role: Data Associate – Alexa Data Services

Experience: 0-2 yrs.

Work Location – Chennai(Relocation benefit will be given)

CTC: INR 230000– 290000 PA basis on their last salary drawn

Other Benefits:

Relocation Bonus will be provided

Meal Vouchers

Transportation

Over time pay out

Night shift allowance

Medical Insurance

2 days weekly offs

Interview Process:

- Online assessment
 - o Versant English Written test(system test with audio)
 - o Written test(paper & pen)
- 1 – In-person interview

Date : will inform soon to registered students.

Thanks & Regards

VARUN JOSE

Placement Executive

Rajagiri School of Engineering & Technology

Rajagiri Valley P.O , Kakkanad, Kochi. 682039

Mob: +91 7907361644

Whats app - 9048104959

Ph : +91 484, 2660999 - Extension - 313

Fax : +94 484 2426241

WLL : 0484 2660888

<https://www.facebook.com/varun.jose.7>

www.rajagiritech.ac.in/Home/Placement

SSET <sset@scmsgroup.org>

Tue, Jul 30, 2019 at 1:46 PM

Bcc: Aarathy Menon <aarathymenon21@gmail.com>, abhijit arun <abhijitarunkklm@gmail.com>, Abhin Mahipal <abhin1997@gmail.com>, abhinmahipalan@outlook.com, achutha pai <achuthapai123paiyya@gmail.com>, adityahari96@gmail.com, Aiswarya K <aiswarya414@gmail.com>, ajaisooryan@yahoo.com, Ajay Paul <a4ajay619@gmail.com>, Ajay Warriar <ajaywarriar@gmail.com>, akamksha mohandas <akamksha222@gmail.com>, akshay anil <akshayani136151@gmail.com>, Akshay Anil <akshayani007@gmail.com>, alen joseph benny <alenjbenny24@gmail.com>, Alina Job <alinajob97@gmail.com>, amal govind <amalgovind46@gmail.com>, ananya asok <ananyaasok18@gmail.com>, Anirudh sp <spanirudh007@gmail.com>, Anjana Nair <1996anjananair@gmail.com>, Anjitha Baiju <mbanjitha.123@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, aswathink1997@gmail.com, Aswathy Arangath <aswathyarangath49@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, Aswin Prasad <aswinprasado@gmail.com>, athira000babu@gmail.com, athira menon <menonsathira@gmail.com>, ayisha jalal97 <ayishajalal97@gmail.com>, Ayisha Safrin <ayishasafrinp@gmail.com>, chithra poojitha <chithrapoojitha@gmail.com>, Deepak Deeraaj <deepak.deeraaj97@gmail.com>, Deepthi Sukumaran <deepthyworld@gmail.com>, Dennis Kuruvilla <denniskuruvilla777@gmail.com>, derin.jose01@gmail.com, Dev 01 <devanannd@gmail.com>, Divya S Anand <divyasanand.22@gmail.com>, Donna Spencer <donna.spencer95@gmail.com>, George Martin <grg2312@gmail.com>, godvin poulose <godvinpoulose2@gmail.com>, gokul menon <gokulvmenon1997@gmail.com>, gopikaparakash09@gmail.com, Gopika Raj <raj.gopika97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Harikrishnan Dileep <hari555.hd@gmail.com>, harita.ranjit@yahoo.com, Hawas Musthafa <hawasmusthafa@gmail.com>, "IJAS A.H" <ijas.ah96@gmail.com>, Jebbin Joseph <jebbinj544@gmail.com>, Jom Job <jomjob97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, "Keerthi.s. geet" <keerthi.s.geet@gmail.com>, karthika nair <nairkarthika238@gmail.com>, Malavika Prakash <malavikaparakashkumar@gmail.com>, mariatoffee@yahoo.in, Mikhiya James <mikhiyajames@gmail.com>, pinkstrawberry391 <misna123@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, muneer ms <muneerm11@gmail.com>, Neeraj titus <neerajtitus@gmail.com>, neil diany <neildiny@gmail.com>, Nidhi Rajeev <nidhirajeev2015@gmail.com>, Pavithra Guru <pavigurus@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, Ranjini P Nair <ranjini888nair@gmail.com>, Razmil Minhaj <razmilminhaj007@gmail.com>, rebecca joshua <rebeccawinfred@gmail.com>, Renjima Rajan <renjimaerajan@gmail.com>, riyavsamuel@gmail.com, ROHIT K F <vividrohit@gmail.com>, rosemariypoly777@gmail.com, sachin.puthiyaparamban@gmail.com, Sajeetha Sajudheen <sajeethasajudheen23@gmail.com>, sajna399@gmail.com, Samal Muhammed <samalsunil0@gmail.com>.

sarath6306@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, shahsad abdulla <shahsad1995@gmail.com>, sharath_nair@outlook.com, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, Sidhu V <sidharth.v.mtr@gmail.com>, Smitha Sunny <sinnansunny97@gmail.com>, sreedath ps <sreedathps19@gmail.com>, sreelakshmi lachu <sreelakshmilachus271097@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, sudheesh kumar <sudheeshxyril08@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, SWETHA SURENDRAN <swethasurendran02@gmail.com>, VINAYAK P R <vinayakpr96@gmail.com>, Vishnu Chalil <vishnu080797@gmail.com>, Vishnu Vijayakumar <vishnu7197@gmail.com>, VISMAYA BHASKARAN <vismayabhaskaran97@gmail.com>, vyshnavi Mambrol <achumambrol@gmail.com>, zerene999@gmail.com, George A N <kevin090198@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akhilnambiar97@gmail.com, akshaisuresh8@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Alex Mathew <alexmathewvattoly@gmail.com>, amruthaanilkumar24@gmail.com, ANAKHA MANGATTU <anakhamangattu@gmail.com>, Angelina Teresa <angelinateresa79@gmail.com>, anjaly antony <anjalyantony97@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Anu paulson <anuamruanju2000@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, arjun kajayan <arjunkajayan1997@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, BINDU ARAVINDAKSHAN <binduaranair@gmail.com>, a.unnikrishnan@yahoo.in, ATHUL NANDAN <athulnandan1998@gmail.com>, Darsana K Chitaranjan <darsanakc@gmail.com>, Deepthy anikuttan <deepthyta1234@gmail.com>, Derick davis <derickd20000@gmail.com>, devikajayaram@gmail.com, elsa antony <elsaammu16@gmail.com>, Famy Hameed <fam.hameed25@gmail.com>, ganesh nair <nairganesh98@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109 <greenarison1109@gmail.com>, haritha.tp22@gmail.com, Harsha Manoj <harshamanoj500@gmail.com>, Harsha Pradeep <hp46985@gmail.com>, Heleena Joy <heleenaj1997@gmail.com>, hridhya97@gmail.com, Jonath Tharian <jonathiyep@yahoo.com>, Jose Paul <pauljose12@gmail.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, Jyothika S Philip <jyothikasphilip@gmail.com>, kajalsathyan@gmail.com, kavyackadavath@gmail.com, krishnapavizham35@yahoo.com, krishnasudheer006@gmail.com, krishnapriyaprasad20@gmail.com, Krishnendu Rajagopal <sivanjali123456@gmail.com>, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, Manju Davis <manjudavis10@gmail.com>, MARIA THOMAS <mariathomasmailackal@gmail.com>, mtvc1997@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, mehajapibrahim@gmail.com, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <sahal395@gmail.com>, Mohitha Thampy <mohithathampy@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Neal Jose <nealjosek23626@gmail.com>, NEHA jayan <nehapulary@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, NIMMY JOSE <nimmyjose1997@gmail.com>, nivedita karat <niveditakarath@gmail.com>, parvathysandhya29@gmail.com, Rahima Rafi <rahimareemz@gmail.com>, Rahul Ramesh <rhrlmsh123@gmail.com>, Rohith J Krishnan <rohu739@gmail.com>, SACHIN FRANCIS <sachinfrancis212@gmail.com>, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachin s <sachinsureshscms@gmail.com>, sadhiya edappilly <sadhiyaem@gmail.com>, Sandhya Krishnakumar <97sandhya@gmail.com>, Sarath S <sarathsmailbox1997@gmail.com>, ktuecnotes@gmail.com, SHADHA SAKKARIYA <shadhasakkariya@gmail.com>, shekha sajan <shekhasajanek@gmail.com>, shilpa Biju <shilpabiju@yahoo.in>, shilpapprasad1997@gmail.com, Shivani G <shivanigiri.96@gmail.com>, shwetha sam <shwethamary123@gmail.com>, "sidharth raj k.k" <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, Sruthy Somarajan <sruthys104@gmail.com>, surya joseph <suryaj9128@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, vimalgopan97@gmail.com, vishal ramesh <vishalsreehari24@gmail.com>, abhijithajith21@yahoo.com, Adersh Ajith <adershajith@gmail.com>, AISWARYA SHAJI <aiswaryaarackal27@gmail.com>, Akhila Anil <akhilaanilseven@gmail.com>, akn KA <akhilnathka303@gmail.com>, Albert Anto <albertanto608@gmail.com>, Amaljohnson Kannampuzha <amaljohnsonkannampuzha@gmail.com>, Anand Chandran <anandmatheth@gmail.com>, Ananthakrishnan R <ananthu763@gmail.com>, Anjala Khan <anjalakhan98@gmail.com>, Anjana Warrior T <anjanatwarrior@gmail.com>, Ann Mary <annmarypaul099@gmail.com>, Antony Antoo <antonyantoo97@gmail.com>, antony vihayathil <vihayathilantony@gmail.com>, aparnaakumartp@gmail.com, ARJUN HARI <arjunharikkm@gmail.com>, Ashik PA <ashikpa003@gmail.com>, aswinip921@gmail.com, badish ca <badishblaze@gmail.com>, Benet Kolamkanny <benetbabu2828008@gmail.com>, BENIT BENNY <benitbenny@gmail.com>, jagadeesan cm <cm.jagadeesan0022@gmail.com>, Christeena John <christeenava@gmail.com>, edwin george <edwingeorge123456789@gmail.com>, elsa antony <elsaantony100@gmail.com>, Fathima Shajahan <fathimashajahan319@gmail.com>, Gautham Sunil <gauthamsunil@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, gowriraveendran58@gmail.com, hasif rehman <hasifrehman7@gmail.com>, irene gerald alapatt <irenegalapatt@gmail.com>, Jobin Biju <jobinbiju@gmail.com>, jovito thomas <jovitothomas@gmail.com>, jyothi krishna <jyothikmv@gmail.com>, krishnaja k <krishnajak67@gmail.com>, MARTIN PAUL <martin1234paul@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Muhzin Muhammed <muhzin524@gmail.com>, Neelkrishna M <neelkrishna555@gmail.com>, RONY DAVIS <ronykDavis@gmail.com>, Sandra Babu <sandrasaval11@gmail.com>, ERROR 404 <sachinvarma930@gmail.com>, Sam JACOB ROY <samjacobroy@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, Sanjay krishna ts <sanjaykrishnats@gmail.com>, SANJU BHASKAR KOCHUPURACKAL SINDHURAJ <sanjusindhuraj@gmail.com>, shameem shad <shadbrother1@gmail.com>, shradhaajith@gmail.com, shreeram kc <shreeram.sk@gmail.com>, Siddharth Nair <siddharthnair4u@gmail.com>, sonnetpkunju@gmail.com, SREELAKSHMI M G <sreelakshminanattu@gmail.com>, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, Tom Saji <tomsajiv@gmail.com>, Vinayachandran P <vinayachandra001@gmail.com>, Vichu comm



OFFER CUM APPOINTMENT LETTER

Gowri P
Karthika, Muppathadom, Aluva

IND

Dear Gowri,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **22-Jul-2019**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further



have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. **Place of Work**

Your initial place of work will be at Amazon India's facility in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. **Remuneration**

- 6.1 Your Annual Base Pay will be Rs.**343,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.
- 6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.

7. **Provident Fund**

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.



You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by: SALINI P

Date: 2019.07.16 16:25:31 +05:30

Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.



sset last name <sset@scmsgroup.org>

Sutherland drive on 28th Feb 2019 at SSET- Shortlisted candidates

1 message

SSET <sset@scmsgroup.org>

Wed, Feb 27, 2019 at 2:12 PM

To: ajaisooryan@yahoo.com, Akshay Anil <akshayanil007@gmail.com>, amal govind <amalgovind46@gmail.com>, Arjun KpZ <rjarjun.ar@gmail.com>, aboobackerashar@gmail.com, Ash B <asniyabas15@gmail.com>, Deepak Deeraj <deepak.deeraj97@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Mhd aZ Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Neeraj titus <neerajtitus@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, ranjini888nair@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunitha Sahu <sunithasahu8@gmail.com>, junaid mak <junaidmakpvt@gmail.com>, akhilnambiar97@gmail.com, aleena avarachan <aleenaavarachan1@gmail.com>, Anjana Suresh <anjanasuresht29@gmail.com>, Aswathy Mohanan <aswathymohananvg@gmail.com>, binduaranair@gmail.com, a.unnikrishnan@yahoo.in, elsa antony <elsaammu16@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, Magic Freak <gokulpadmakumar101@gmail.com>, greenarison1109@gmail.com, haritha.tp22@gmail.com, harshamanoj500@gmail.com, kavyackadavath@gmail.com, krishnapriyaprasad20@gmail.com, sivanjali123456@gmail.com, Lakshmi Kb <lakshmikb1997@gmail.com>, Manasi Menon <scamper4ss@gmail.com>, manjudavis10@gmail.com, MARIA THOMAS <mariathomasaliackal@gmail.com>, Meenakshi Nair <meenajnair@gmail.com>, Meritta Shibu <merittashibuparekkadan@gmail.com>, Midhun Raj <midhunrajmailbox@gmail.com>, sahal 395 <sahal395@gmail.com>, mohsin abdul shukur <mohsin.abdulshukur9@gmail.com>, nandha kiran <nandhakiran366@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, SACHIN SURESH <sachinsuresh231997@gmail.com>, sachinsureshscms@gmail.com, shekhasajanek@gmail.com, Shivani G <shivanigiri.96@gmail.com>, "sidharth raj k.k." <kksidharthraj@gmail.com>, SONU JACOB <sonujacob2015@gmail.com>, sweedinpp@gmail.com, vidhya prakash t <vidhyaprakash220@gmail.com>, ARJUN HARI <arjunharikkam@gmail.com>, badish ca <badishblaze@gmail.com>, elsa antony <elsaantony100@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, krishnaja k <krishnajak67@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREEESH <mohitgireesh46@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, shradhaajith@gmail.com, sreelakshmananattu@gmail.com, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, Tom Saji <tomsajiv@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Denil Paulson <denilp007@gmail.com>, gauthammkrishna1997@gmail.com, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, Jithin Joseph <jithin7797@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Raghav Sunil <raghavsunil.sachu@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, sreejith.r@live.com, Varun Jain <vjkhersingh@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, Abhijith pradeep <abhijithpradeep12@gmail.com>, abhimanue KR <abhimanue567@gmail.com>, Abhishek Mohan <abhishekmohan280@gmail.com>, ahab sanwaya <ahabsanwaya@gmail.com>, Sarhan Ahmd <ahmdsarhan@gmail.com>, Akash Cs <akashcs.siva@gmail.com>, Akhil Jith <akhiljith97@gmail.com>, aksahyaramesh@gmail.com, Althaf ahmed kb <althafahmed619@gmail.com>, Amal Benny FaKeD <abamalbenny@gmail.com>, AMAL HEMARAJ <amalhemaraj@gmail.com>, ANAGHA RAGHAVAN <anurkasthuri731@gmail.com>, Anala Benny <analabenny@gmail.com>, ANANTHU BOSE <ananthubose97@gmail.com>, Anjana Meria Saviour <anjanamsaviour@gmail.com>, Aparna Prakash <aparnaprakash.ammu@gmail.com>, ar554309@gmail.com, aryajprakash@gmail.com, Ashik Ali <ashikfd13@gmail.com>, ashikpoulo63@gmail.com, Ashitha Thampi <ashithat97@gmail.com>, myselfashwinkm@gmail.com, ASWATHY SHAJI <aswathyshaji2015@gmail.com>, Aswathy Ravindran <aswathyachuz19@gmail.com>, "Aswin k.m" <aswintharayil@gmail.com>, Athira K <aathuathirak@gmail.com>, Athul Yesudas <athul.yesudas@gmail.com>, aysha salam <ayshasalam29@gmail.com>, Dahlia Theresa <dahlilianilavareth@gmail.com>, Deepthi Kurian <deepthikurian15@gmail.com>, Delvin Johnson <delvinjohnsonpadayattil08@gmail.com>, Famitha Shamsudheen <famithashams@gmail.com>, gauthamgg18@gmail.com, GEETHU BENNYSON <geethubennyson@gmail.com>, gourinandini@gmail.com, Hebin kangappadan <hebin kangappadan@gmail.com>, hilna shanu <hlnashanu@gmail.com>, Jacob Abraham <jacobputhukkeril@gmail.com>, Jaseena Mol <jaseenamol97@gmail.com>, Jibin Varghese <jibinchittuparambil@gmail.com>, Jomy Jose <jomyjose096@gmail.com>, Manu Thomas <manuthomas1996@gmail.com>, mtvc1997@gmail.com, mehajapibrahim@gmail.com

Dear Students,

As per the revised criteria of Sutherland, please find the attached list of shortlisted candidates for the drive as schedule given below.

Organization : **Sutherland Global Services**

Job Title : Technical Support Consultants- Voice and Non voice

Customer Service consultants- Voice and Non voice

Reporting time : 10.00 a.m.

Date : **28th February 2019**

Venue : SCMS School of Engineering and Technology, Karukutty

Revised Eligibility Criteria: 2018 pass out – B.Tech All branches

Students having excellent spoken and written English communication skills and willingness to work in shifts are essential pre-requisite for the job. **Maximum 4 current backpapers only allowed.**

Pre requisites:**Technical Support Consultants- Voice and Non voice:**

Basic knowledge in Hardware, Operating Systems and Networking

Aptitude for troubleshooting desktops/palmtops/laptops etc.

Customer Service consultants:

Good customer service skills

Work Location : Chennai/ Hyderabad/Cochin/Mumbai**Salary** : 1.85 L – 2.40 L (Fresher's)**Accommodation** : 15 days of free accommodation will be provided by Sutherland**Travel:** One way 3 tier A/c train ticket will be provided for outstation candidates**Selection process includes:**

1. Company Presentation – 40 to 45 minutes
2. Non voice screening – Essay writing
3. Initial Screening – JD/One on One conversation in batches of 20 -25 students
3. Communication Assessment-for shortlisted candidates-10 to 15 minutes
4. HR Interview for shortlisted candidates

The eligible students should carry the following:

1. A copy of their updated resume
2. Two colour passport size photographs
3. **Self attested copies of all the mark lists including B.Tech Semester wise marksheets**
4. College ID Card

Attached list of Shortlisted students by Sutherland must be seated inSeminar Hall, Administrative Block, 2nd floor by **9.55 am.**

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

**Sutherland -SSET Shortlist 19.xlsx**

18K

S.No	Candidate Name	Candidate Mobile Number
1	AKSHAY ANIL	8547395926
2	ASNIYA C B	7025153609
3	DEEPAK K	9645728827
4	GREESHMA VENUGOPAL K	9544849934
5	JOSELIN PERSIS THOMAS	9645569242
6	MOHAMMED ASLAM M S	9961975592
7	PRAVEEN PRINCE	8943640470
8	RAHUL V	9539695969
9	RANJINI P NAIR	9544009840
10	SATHIKA PRAVEEN	9061306037
11	SELMAN ANVAR	8113984723
12	SUBITHA V S	8111875016
13	SUNITHA SAHU	9493388164
14	ALEENA AVARACHAN	8138032376
15	ANJANA SURESH	9048435338
16	ASWATHY MOHANAN	8078920983
17	ATHIRA S	8943325128
18	ATHIRA UNNIKRISHNAN	7034524315
19	ELSA ANTONY K	7994632436
20	GEETHY VARGHESE	9745925639
21	HARITHA T P	9746172270
22	HARSHA MANOJ	8139039616
23	KAVYA SANTHOSH C	8139840600
24	KRISHNAPRIYA T P	7902673596
25	LAKSHMI K B	7902307098
26	MANASI P MENON	8156838150
27	MANJU DAVIS	9539923069
28	MARIA THOMAS	9496051651
29	MARIYA TREESA VINCENT	8111843236
30	MEENAKSHI NAIR J	9447195364
31	MEHAJA P IBRAHIM	7559001004
32	MERITTA SHIBU	9539555707
33	MIDHUN RAJ	8593036248
34	NIMA VARGHESE	9400622686
35	SACHIN SURESH	7510220691
36	SACHIN.S	8547060670
37	SHEKHA E K	9895243548
38	SHIVANI G	9496575687
39	SIDHARTH RAJ K K	9400161649
40	SONU JACOB	8606447553
41	SWEEDIN P P	9447893602

42	VIDHYA PRAKASH T	8129507365
43	ARJUN HARI	9497225328
44	ELSA ANTONY	9072235737
45	GNANA SURIYA S	8129800879
46	KRISHNAJA K	9961518105
47	MEENU YOHANNAN	9447578406
48	MOHIT GIREESH	9495380871
49	SAMGEO SANTHOSH	8289829498
50	SHRADHA AJITH	9567389281
51	SREELAKSHMI M G	9746086205
52	SREYADAS P	8593964264
53	TOM SAJI	9446881301
54	AJITH ANTOO	9061486368
55	ATHUL KRISHNA	9744533805
56	DENIL PAULSON	8943566521
57	GAUTHAM M KRISHNA	9496069637
58	JAYAKRISHNAN P	8111872168
59	JITHIN JOSEPH	7356359356
60	LIJO MON GEORGE	9539486462
61	N. ARUN NARAYANAN	9633600550
62	SHANJITH APREM SHAJI	8606070676
63	SREEJITH R PILLAI	8129266365
64	AATHIRA J FRANKUR	9895125000
65	ABHIJITH P	7994564757
66	ABHISHEK MOHAN	9961975430
67	AHAMMED SARHAN M	9846125401
68	AKASH C S	8281032941
69	AKHILJITH N J	7560963966
70	AKSHAYA RAMESH	8129472341
71	ALTHAF K B	9446079560
72	AMAL BENNY	9495988408
73	ANAGHA K	8281756917
74	ANALA BENNY	9567625689
75	ANANTHU BOSE	9645562831
76	ANJANA MARIA SAVIOUR	7510392002
77	APARNA C P	8606068738
78	ARYA N	9497299716
79	ASHIK K A	7293421682
80	ASHIK POULOSE	9847157539
81	ASHITHA T	8301878734
82	ASHWIN K M	9496727880
83	ASWATHY E S	9349578824

84	ASWATHY R R	7034955470
85	ASWIN K.M	9400183413
86	ATHIRA K	9995196935
87	AYSHA V A	9961088866
88	DAHLIA THERESA N J	7034765904
89	DEEPTHI KURIAN	8547114511
90	DELVIN JOHNSON	9605468607
91	FAMITHA SHAMSUDHEEN	9400264345
92	GAUTHAM GOPI K	7034154285
93	GEETHU BENNYSON	7736664595
94	GOURINANDINI S	9446300000
95	HEBIN KANGAPPADAN	8921266311
96	HILNA SHANU M M	9061465931
97	JACOB PUTHUKKERIL ABRAHAM	8156907221
98	JASEENA T M	8589933845
99	JIBIN VARGHESE	9645140880
100	MANU THOMAS	7034370899

Email	Department
akshayanil007@gmail.com	B.Tech CSE
asniyabas15@gmail.com	B.Tech CSE
deepak.deeraj97@gmail.com	B.Tech CSE
greeshmavenugopal97@gmail.com	B.Tech CSE
jomol96anp@gmail.com	B.Tech CSE
azlamaslu099@gmail.com	B.Tech CSE
praveenprince7165@gmail.com	B.Tech CSE
rahulviswanath98@gmail.com	B.Tech CSE
ranjini888nair@gmail.com	B.Tech CSE
sathikapraveen@gmail.com	B.Tech CSE
selmananver@yahoo.in	B.Tech CSE
subithavs0@gmail.com	B.Tech CSE
sunithasahu8@gmail.com	B.Tech CSE
aleenaavarachan1@gmail.com	B.Tech ECE
anjanasuresht29@gmail.com	B.Tech ECE
aswathymohanavg@gmail.com	B.Tech ECE
binduaranair@gmail.com	B.Tech ECE
a.unnikrishnan@yahoo.in	B.Tech ECE
elsaammu16@gmail.com	B.Tech ECE
geethyvarghese123@gmail.com	B.Tech ECE
haritha.tp22@gmail.com	B.Tech ECE
harshamanoj500@gmail.com	B.Tech ECE
kavyackadavath@gmail.com	B.Tech ECE
krishnapriyaprasad20@gmail.com	B.Tech ECE
lakshmikb1997@gmail.com	B.Tech ECE
scamper4ss@gmail.com	B.Tech ECE
manjudavis10@gmail.com	B.Tech ECE
mariathomasmaliackal@gmail.com	B.Tech ECE
mtvc1997@gmail.com	B.Tech ECE
meenajnair@gmail.com	B.Tech ECE
mehajapibrahim@gmail.com	B.Tech ECE
merittashibuparekkadan@gmail.com	B.Tech ECE
midhunrajmailbox@gmail.com	B.Tech ECE
nimavarghese96@gmail.com	B.Tech ECE
sachinsuresh231997@gmail.com	B.Tech ECE
sachinsureshscms@gmail.com	B.Tech ECE
shekhasajanek@gmail.com	B.Tech ECE
shivanigiri.96@gmail.com	B.Tech ECE
kksidharthraj@gmail.com	B.Tech ECE
sonujacob2015@gmail.com	B.Tech ECE
sweedinpp@gmail.com	B.Tech ECE

vidhyaprakash220@gmail.com	B.Tech ECE
arjunharikkm@gmail.com	B.Tech EEE
elsaantony100@gmail.com	B.Tech EEE
letters2suriya@gmail.com	B.Tech EEE
krishnajak67@gmail.com	B.Tech EEE
meenuyohannan1997@gmail.com	B.Tech EEE
mohitgireesh46@gmail.com	B.Tech EEE
samgeosanthosh10@gmail.com	B.Tech EEE
shradhaajith@gmail.com	B.Tech EEE
sreelakshmimanattu@gmail.com	B.Tech EEE
sreyadasp@gmail.com	B.Tech EEE
tomsajiv@outlook.com, tomsajiv@gmail.com	B.Tech EEE
ajithantoo15@gmail.com	B.Tech ME
athul.krishna85@gmail.com	B.Tech ME
denilp007@gmail.com	B.Tech ME
gauthammkrishna1997@gmail.com	B.Tech ME
jayakrishnanp97@gmail.com	B.Tech ME
jithin7797@gmail.com	B.Tech ME
lijomongearge97@gmail.com	B.Tech ME
arunajay90@gmail.com	B.Tech ME
shanjith.007@gmail.com	B.Tech ME
sreejith.r@live.com	B.Tech ME
aathirafrankur@gmail.com	B.Tech CE
abhijithpradeep12@gmail.com	B.Tech CE
abhishekmohan280@gmail.com	B.Tech CE
ahmdsarhan@gmail.com	B.Tech CE
akashcs.siva@gmail.com	B.Tech CE
akhiljith97@gmail.com	B.Tech CE
aksahyaramesh@gmail.com	B.Tech CE
althafahmed619@gmail.com	B.Tech CE
abamalbenny@gmail.com	B.Tech CE
anurkasthuri731@gmail.com	B.Tech CE
analabenny@gmail.com	B.Tech CE
ananthubose97@gmail.com	B.Tech CE
anjanamsaviour@gmail.com	B.Tech CE
aparnaprakash.ammu@gmail.com	B.Tech CE
aryajprakash@gmail.com	B.Tech CE
ashikfd13@gmail.com	B.Tech CE
ashikpoulo63@gmail.com	B.Tech CE
ashithat97@gmail.com	B.Tech CE
myselfashwinkm@gmail.com	B.Tech CE
aswathyshaji2015@gmail.com	B.Tech CE

aswathyachuz19@gmail.com	B.Tech CE
aswintharayil@gmail.com	B.Tech CE
aathuathirak@gmail.com	B.Tech CE
ayshasalam29@gmail.com	B.Tech CE
dahlianilavareth@gmail.com	B.Tech CE
deepthikurian15@gmail.com	B.Tech CE
delvinjohnsonpadayattil08@gmail.com	B.Tech CE
famithashams@gmail.com	B.Tech CE
gauthamgg18@gmail.com	B.Tech CE
geethubennyson@gmail.com	B.Tech CE
gourinandini@gmail.com	B.Tech CE
hebinkangappadan@gmail.com	B.Tech CE
hilnashanu@gmail.com	B.Tech CE
jacobputhukkeril@gmail.com	B.Tech CE
jaseenamol97@gmail.com	B.Tech CE
jibinchittuparambil@gmail.com	B.Tech CE
manuthomas1996@gmail.com	B.Tech CE



sset last name <sset@scmsgroup.org>

Sutherland Campus Recruitment- 2019

1 message

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>
To: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Fri, May 3, 2019 at 4:19 PM

Hi,

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for this FY as well. Please share my contact details with the offered students; **M:** +91 7994649677 **E:** silviya.thankachan@sutherlandglobal.com

Please let me know the joining availability of these candidates to complete further formalities.

Thanks in advance.

**Silviya Thankachan**
Talent Acquisition Cochin
SUTHERLAND**M:** +91 7994649677 **E:** silviya.thankachan@sutherlandglobal.com

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SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : *SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY*

Date : *28-Feb-2019*

Dear *AATHIRAJ FRANKUR*

Congratulations!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ABHISHEK MOHAN - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

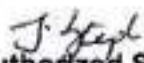
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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

Date : 28 Feb 2019

Dear ANALA BENNY

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear FAMITHA SHAMSUDHEEN - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear GEEETHU BENNYSON,

Congratulations!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING AND
TECHNOLOGY.

Date : 28-Feb-2019

Dear GOURINANDINI S

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1St Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear JASEENA TM - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MANU THOMAS - CE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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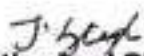
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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ASNIYA C B - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear PRAVEEN PRINCE

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear RANJINI P NAIR - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology Date :
5/6/2019

Dear SUBITHA V S - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SUNITHA SAHU - CSE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ASWATHY MOHANAN - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology

Date : 28-Feb-2019

Dear ATHIRA S.

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear ATHIRA UNNIKRISHNAN - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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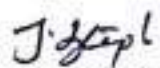
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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear HARITHA T P - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of Interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : *SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY*

Date : 28-Feb-2019

Dear *MARIYA TREESA VINCENT*

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Marine Drive facility (1st Floor, Alliance Residency, Shanmugham Rd, Marine Drive, Ernakulam, Kerala- 682 031). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MEENAKSHI NAIR J - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear MEHAJA P IBRAHIM - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SACHIN.S - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



FIXED TERM CONTRACT OF EMPLOYMENT

October 7, 2019

Sachin Suresh
NANDANAM,CK ROAD, MANJUMEL
ERNAKULAM, 683501

Dear **Sachin Suresh**,

Congratulations! We welcome you to the family of Sutherland!

With reference to our discussions, we are pleased to appoint you as **Associate-CS Internet (Trainee)**. Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before **October 7, 2019** on the following terms and conditions:

Your place of posting will be at Cochin. However, during your employment with us you may be posted or transferred / attached to any other units / companies / offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **INR 178700/- per annum (One Lakh seventy Eight Seven Hundred only)**, the details of which are given in the annexure of the appointment letter. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

You shall report to the **Business Director** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time. You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

Your contract would start from your date of joining to Sutherland and would end on 31-Dec-2019. There will not be any further extension thereafter. Either party can terminate this contract of employment in 15 days' notice or pay salary in lieu of the same to the other party.

Your Services can be terminated without any notice and inquiry by Company, under the following conditions:

- In case your performance is found to be unsatisfactory (or) you are found violating any disciplinary norms of the organization (or) client.

- In the event of rejection by the client for dishonesty, disobedience, absence from duty without permission or any other act considered detrimental to the interest of the organization, client, (or) violation of one (or) more terms of this appointment.
- Any activity leading to formation of groups, which the organization may feel that such groups may hamper the work, peace and general client relationship.
- Any activity resulting in loss of work at office premises (or) purposive delay of work at an individual capacity (or) in conjunction with other colleagues will be treated as an in disciplinary act and may result in termination of your service without notice or inquiry, with immediate effect.
- Your appointment is being made on the basis of your particulars such as qualifications etc., as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu thereof

Notwithstanding the above, in the event of the project/work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned project/work. Your contractual appointment will automatically come to an end on the expiry of the specified period and no notice pay or retrenchment compensation will be payable to you by the Company. Since your appointment is being made for a specific period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. ...

However, should your termination be due to un authorized absence from duty, non-performance, misconduct, fraud, negligence, theft, wilful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case, the company will not provide 15 days notice.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address, failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. The Company may disclose some or all of your Personal Information to competent authority(ies) in accordance with their directions or to other parties, including our clients, on need-to-know basis, in pursuance of any enquiry or investigation. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department.

You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 58 years.

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full

Relieving Letter & Service Certificate (If employed previously)

Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form –16 along with earnings certificate for IT purpose

Please sign and return the duplicate copy of this letter within 3 days of receiving the same as a confirmation of acceptance of the same, failing which this offer shall stand cancelled, unless a written extension is given.

Sutherland Global Services Private Ltd.
Annexure

Compensation Structure

Name of the Employee: Sachin Suresh

Designation: Associate–CS Internet

Date of Joining: October 7, 2019

Component	Amount PA	Amount PM	Calculation Logic
CTC	178700	14892	Cost to Company
Basic	56053	4671	35% of Gross Pay
HRA	28027	2336	50% of Basic
Bonus	27127	2261	Statutory Bonus as per Act
Special Allowance/Choice	51638	4303	
Gross	162845	13570	
PF – Employer	15855	1321	IF (Gross–HRA)>180000, 21600, (Gross–HRA)*12%
ESI (Employee)	1221	102	0.75% on Gross–Bonus
Total Net Take Home (PA)	145769	12147	Net = Gross – PF – ESI

InsuranceSum insured under Accident Insurance is Rs.5,00,000/–,
Premium Mediclaim is Rs.2,00,000/– for self only.

ESI If your Gross Pay (GrossBonus) is less than Rs.21000/–
per month, an amount equivalent to 0.75% of your gross
salary will be deducted towards ESI every month – For
details you may contact your Program HR Executive

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

Sincerely,
For Sutherland

Shiv Kumar Ganapathi
Associate Vice President and Head of Talent Acquisition, India

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures. I hereby also confirm having received my original copy of this Offer Letter.

Offer electronically accepted by: Sachin Suresh

Offer electronically accepted on: Oct 7, 2019, 9:23 PM GMT+05:30

Signed Offer Letter



PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SACHIN SURESH - ECE (NON VOICE)

Congratulations!!!

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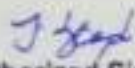
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- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Park, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91 44 4288 7864
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS School of Engineering and Technology
5/6/2019

Date :

Dear SHIVANI G - ECE (NON VOICE)

Congratulations!!!

Welcome to the Sutherland Family.....

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance



sset last name <sset@scmsgroup.org>

Re: Byjus recruitment on 27th Feb 2019 at SCMS Muttom only for Male candidates

1 message

SSET <sset@scmsgroup.org>

Tue, Feb 26, 2019 at 1:33 PM

Bcc: Akshay Anil <akshayanil007@gmail.com>, Ash B <asniyabas15@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, athira000babu@gmail.com, Deepak Deeraaj <deepak.deeraaj97@gmail.com>, derin.jose01@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Pavithra Guru <pavigurur@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, ranjini888nair@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akshaisuresh8@gmail.com, Alex Mathew <alexmathewvattoly@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Derick davis <derickd20000@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, haritha.tp22@gmail.com, harshamanoj500@gmail.com, Jonath Tharian <jonathitype@yahoo.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, Jose Paul <pauljose12@gmail.com>, manjudavis10@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, shilpapprasad1997@gmail.com, SONU JACOB <sonujacob2015@gmail.com>, vidhya prakash t <vidhyaprakash220@gmail.com>, Akhila Anil <akhilaanilseven@gmail.com>, Anjana Warriar T <anjanatwarrior@gmail.com>, ARJUN HARI <arjunharikk@gmail.com>, elsa antony <elsaantony100@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, krishnaja k <krishnajak67@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, SANJU BHASKAR KOCHUPURACKAL SINDHURAJ <sanjusindhuraj@gmail.com>, shradhaajith@gmail.com, sreelakshminanattu@gmail.com, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, "Padmakumar P.K" <pradeeppadmakumar@gmail.com>, WILLFRED M VARGHESE <willfredmvarghese2020@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekanpanatt@gmail.com>, adarsh sasi tk Ashi <adarshsasitk@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, althafashruf997@gmail.com, Alex rocks <babyalex00@gmail.com>, amalnambiar97@gmail.com, Anand U <uanand97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, aswin chand <ppaswinlatha@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, gauthammkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, Jithin Joseph <jithin7797@gmail.com>, jithild@gmail.com, Arunjith Kr <aruvi67@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, manumohan0173@gmail.com, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, NITHIN KV <nithinkarukurussi@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, sajith m p <sajithmp97@gmail.com>, Saul Joy <saul12joy@gmail.com>, shifashameed16@gmail.com, vishnu vs <vishnuvssetauto@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, Abhijith pradeep <abhijithpradeep12@gmail.com>, Abhishek Mohan <abhishekmohan280@gmail.com>, Sarhan Ahmd <ahmdsarhan@gmail.com>, Akash Cs <akashcs.siva@gmail.com>, Akhil Jith <akhiljith97@gmail.com>, Althaf ahmed kb <althafahmed619@gmail.com>, Amal Benny FaKeD <abamalbenny@gmail.com>, AMAL HEMARAJ <amalhemaraj@gmail.com>, Anala Benny <analabenny@gmail.com>, ANANTHU BOSE <ananthubose97@gmail.com>, arshak p <arshakp94@gmail.com>, Ashik Ali <ashikfd13@gmail.com>, ashikpoulo63@gmail.com, Ashitha Thampi <ashithat97@gmail.com>, Aswathy Ravindran <aswathyachuz19@gmail.com>, Athira K <aathuathirak@gmail.com>, aysha salam <ayshasalam29@gmail.com>, Dahlia Theresa <dahlilianilavareth@gmail.com>, Dakshine Dxn <dakshined@gmail.com>, Delvin Johnson <delvinjohnsonpadayattil08@gmail.com>, Devassy Pauly <devassypauly@gmail.com>, gauthamgg18@gmail.com, gourinandini@gmail.com, Hebin kangappadan <hebinkangappadan@gmail.com>, Jacob Abraham <jacobputhukkeril@gmail.com>, Jibin Varghese <jibinchittuparambil@gmail.com>, Manu Thomas <manuthomas1996@gmail.com>, Rohith Menon <rohithmenon367@gmail.com>, Cyril Varghese <cyrilvarghesedavis333@gmail.com>, Gifty George <giftygeorge101@gmail.com>, Aginu jose Kariyatty <aginujoysekariyatty@gmail.com>, rijo.3475@gmail.com, Rijo k <rijo.kokkatt@gmail.com>, sachin ks <777sachinks@gmail.com>

Dear Students,

As per the **latest intimation** received from **Byjus**, kindly note that **Byjus recruitment drive** is scheduled only for **Male candidates**.

Sorry for the inconvenience caused in this regard to our female candidates.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

On Tue, Feb 26, 2019 at 12:21 PM SSET <sset@scmsgroup.org> wrote:

Dear Students,

Find the details of Byjus recruitment drive and the Job Profile attached.

Organization : **BYJU'S THINK AND LEARN PVT. LTD.**
Job Title : Business Development Associate (BDA)
Date : **27th February 2019**
Reporting time : 9.15 a.m.
Venue : SCMS-COCHIN, Muttom

Company Profile: Think & Learn Pvt Ltd is a pioneer in the global edtech segment and the parent company of **Byju's the Learning app**, the largest K12 learning app in the world with over 10million students learning with us. A winner of the Deloitte Fastest 50 India Award for six years in a row and a winner of the Fastest 300 Asia Award for the last three years, the company has doubled its growth year on year. Byju's the Learning App provides lessons in math and science for students from grade 4 to 12 through formats such as videos, tests, quizzes, personalised learning paths and even games. There are programs also for competitive examinations like the JEE, NEET, CAT, GRE, GMAT and UPSC. Byju's Learning App is a giant in the global edtech space with an array of investors valuing the company at thousands of crores. It was also the first Asian company to get the backing of Facebook's founder Mark Zuckerberg. Our employees can look forward to multiple benefit schemes starting from incentives, impact bonuses, travel incentives, health benefits and much more & if you are passionate about making India and the world Think & Learn through various platforms, modes and pedagogies then look no further!

Job Description: Candidates will begin in an individual contributor's role, working in a team of go-getters to help spread the Byju's way of Learning in your city. You would be showcasing the unique Byju's way of Learning to students and parents and will be responsible for mentoring and sales in your designated zone.

Sector: Sales, Marketing, Business Development.

Preferred Skill Sets:

Keen interest in education, Being interested in mentoring students, A knack for sales and positioning an idea.

Locations: Across India

Academic Qualification: B.E / B.Tech, Post graduation

UG/PG Cut-off Score: 6 CGPA or 60% and above.

10th Score: Above 75%.

Selection Process: Group and Personal Rounds.

CTC for BDA: 10 lakhs (7 L fixed and 3L Performance Pay)

Candidates should have:

- 1 copy of RESUME
- One sets of copies of your mark lists [10th/12th/Graduation]
- One passport size photograph attached to the resume
- College ID Card

Imp: Be in proper and neat college uniform.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>



sset last name <sset@scmsgroup.org>

Fwd: Recruitment Drive Result

2 messages

George Joseph <georgejoseph@scmsgroup.org>
To: sset last name <sset@scmsgroup.org>

Wed, Mar 13, 2019 at 9:44 AM

----- Forwarded message -----

From: **ARCHA B. R.** <archa.br@byjus.com>
Date: Tue, Mar 12, 2019 at 6:46 PM
Subject: Fwd: Recruitment Drive Result
To: George Joseph <georgejoseph@scmsgroup.org>
Cc: Gokul S <gokul.s@byjus.com>

Greetings from Byju's.

Dear All,

Please find below the result for the campus drive held at Rajagiri College Kochi

A total of 02 students have been selected.

Althaf
Gokul Anil

Please note that an individual joining link and intimation will be received by the candidates for there joining location and training with us.

Kindly help us with the contact information listed as that will be our mode of communication with them.

With Regards
Archa.B.R
Business Development Manager
Ph:No:7406048855

Think & Learn Pvt Ltd | Winner of CNBC-TV 18 Emerging India Award (Education)
Winner of NDTV-Profit Business & Service Excellence Award|
Winner of Deloitte Technology Fast 50 Award 2012, 2013 &2014|

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Mailtrack

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed

to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

SSET <sset@scmsgroup.org>

Wed, Mar 13, 2019 at 9:55 AM

To: Gokul Anil <gokulanil48@gmail.com>, Akshay Anil <akshayanil007@gmail.com>, Ash B <asniyabas15@gmail.com>, aswathyakhil2017@gmail.com, ASWATHY MENON K <aswathymenonk01@gmail.com>, athira000babu@gmail.com, Deepak Deeraaj <deepak.deeraaj97@gmail.com>, derin.jose01@gmail.com, gokul menon <gokulvmenon1997@gmail.com>, Greeshma Venugopal <greeshmavenugopal97@gmail.com>, Jomol Thomas <jomol96anp@gmail.com>, Joyal Seejo <joyal.seejok@gmail.com>, JYOTHIS THOMAS <jyothisth@gmail.com>, Mhd aZ_Lm <azlamaslu099@gmail.com>, Mruthula.M.Manmadhan@gmail.com, Pavithra Guru <pavigurur@gmail.com>, PRAVEEN PRINCE <praveenprince7165@gmail.com>, Rahul Viswanath <rahulviswanath98@gmail.com>, ranjini888nair@gmail.com, sathika praveen <sathikapraveen@gmail.com>, selmananver@yahoo.in, Shyamprasad Payyakkal <shyamprasad1997@gmail.com>, "SUBITHA V.S" <subithavs0@gmail.com>, Sunu Baby <sunubaby24@gmail.com>, abhijith k krishna <abhijith.kkrishna@gmail.com>, Ajish Suresh <ajishsuresh77.as@gmail.com>, akshaisuresh8@gmail.com, Alex Mathew <alexmathewvattoly@gmail.com>, Aravind Subhash <aravindsubhash165@gmail.com>, Derick davis <derickd20000@gmail.com>, geethy varghese <geethyvarghese123@gmail.com>, hariitha.tp22@gmail.com, harshamanoj500@gmail.com, Jonath Tharian <jonathiyep@yahoo.com>, JoseK Joseph <jose1997kjoseph@gmail.com>, Jose Paul <pauljose12@gmail.com>, manjudavis10@gmail.com, Meenakshi Nair <meenajnair@gmail.com>, Nidhin Skumar <nidhinskumar008@gmail.com>, nima varghese <nimavarghese96@gmail.com>, nimmyjose1997@gmail.com, shilpapprasad1997@gmail.com, SONU JACOB <sonujacob2015@gmail.com>, vidhya prakash t <vidhyaprakash220@gmail.com>, Akhila Anil <akhilaanilseven@gmail.com>, Anjana Warriier T <anjanatwarrier@gmail.com>, ARJUN HARI <arjunharikkm@gmail.com>, elsa antony <elsaantony100@gmail.com>, GnanaSuriya Selvaraj <letters2suriya@gmail.com>, krishnaja k <krishnajak67@gmail.com>, MEENU YOHANNAN <meenuyohannan1997@gmail.com>, MOHIT GIREESH <mohitgireesh46@gmail.com>, Samgeo Santhosh <samgeosanthosh10@gmail.com>, SANJU BHASKAR KOCHUPURACKAL SINDHURAJ <sanjusindhuraj@gmail.com>, shradhaajith@gmail.com, sreelakshmiranattu@gmail.com, Sreyadas P <sreyadasp@gmail.com>, TOM SAJI <tomsajiv@outlook.com>, "Padmakumar P.K" <pradeeppadmakumar@gmail.com>, WILLFRED M VARGHESE <willfredmvarghese2020@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekanpanatt@gmail.com>, adarsh sasi tk Ashi <adarshsasitk@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, althafashruf997@gmail.com, Alex rocks <babyalex00@gmail.com>, amalnambar197@gmail.com, Anand U <uanand97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, aswin chand <ppaswinlatha@gmail.com>, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, gauthammkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, Jithin Joseph <jithin7797@gmail.com>, jithild@gmail.com, Arunjith Kr <aruvi67@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, manumohan0173@gmail.com, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, NITHIN KV <nithinkarakurussi@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, sajith m p <sajithmp97@gmail.com>, Saul Joy <saul12joy@gmail.com>, shifashameed16@gmail.com, vishnu vs <vishnuvssetauto@gmail.com>, Aathira Frankur <aathirafrankur@gmail.com>, Abhijith pradeep <abhijithpradeep12@gmail.com>, Abhishek Mohan <abhishekmohan280@gmail.com>, Sarhan Ahmd <ahmdsarhan@gmail.com>, Akash Cs <akashcs.siva@gmail.com>, Akhil Jith <akhiljith97@gmail.com>, Althaf ahmed kb <althafahmed619@gmail.com>, Amal Benny FaKeD <abamalbenny@gmail.com>, AMAL HEMARAJ <amalhemaraj@gmail.com>, Anala Benny <analabenny@gmail.com>, ANANTHU BOSE <ananthubose97@gmail.com>, arshak p <arshakp94@gmail.com>, Ashik Ali <ashikfd13@gmail.com>, ashikpoulo63@gmail.com, Ashitha Thampi <ashithat97@gmail.com>, Aswathy Ravindran <aswathyachuz19@gmail.com>, Athira K <aathuathirak@gmail.com>, aysha salam <ayshasalam29@gmail.com>, Dahlia Theresa <dahlilianilavareth@gmail.com>, Dakshine Dxn <dakshined@gmail.com>, Delvin Johnson <delvinjohnsonpadayattil08@gmail.com>, Devassy Pauly <devassypauly@gmail.com>, gauthamgg18@gmail.com, gourinandini@gmail.com, Hebin kangappadan <hebin kangappadan@gmail.com>, Jacob Abraham <jacobputhukkeril@gmail.com>, Jibin Varghese <jibinchittuparambil@gmail.com>, Manu Thomas <manuthomas1996@gmail.com>, Rohith Menon <rohithmenon367@gmail.com>, Cyril Varghese <cyrilvarghesedavis333@gmail.com>, Gifty George <giftygeorge101@gmail.com>, Aginu jose Kariyatty <aginu jose kariyatty@gmail.com>, Rijo k <rijo.kokkatt@gmail.com>

Dear Students,

Congrats for the Byjus offer.

Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
Web: <http://www.scmsgroup.org>

----- Forwarded message -----

From: **George Joseph** <georgejoseph@scmsgroup.org>
Date: Wed, Mar 13, 2019 at 9:48 AM
Subject: Fwd: Recruitment Drive Result
To: sset last name <sset@scmsgroup.org>

----- Forwarded message -----

From: **ARCHA B. R.** <archa.br@byjus.com>
Date: Tue, Mar 12, 2019 at 6:46 PM
Subject: Fwd: Recruitment Drive Result
To: George Joseph <georgejoseph@scmsgroup.org>
Cc: Gokul S <gokul.s@byjus.com>

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Dear All,

Please find below the result for the campus drive held .

A total of 02 students have been selected.

Althaf
Gokul Anil

Please note that an individual joining link and intimation will be received by the candidates for there joining location and training with us.

Kindly help us with the contact information listed as that will be our mode of communication with them.

With Regards
Archa.B.R
Business Development Manager
Ph:No:7406048855

Think & Learn Pvt Ltd | Winner of CNBC-TV 18 Emerging India Award (Education)
Winner of NDTV-Profit Business & Service Excellence Award|
Winner of Deloitte Technology Fast 50 Award 2012, 2013 &2014|



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[Mailtrack](#)

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sset last name <sset@scmsgroup.org>

ELEATION's Placement Drive : For Mechanical & Civil Engineering Students : 2019 Batch

8 messages

Pradeep Akolkar <pradeepakolkar@eleation.com>
To: sset@scmsgroup.org, varunmenon@scmsgroup.org
Cc: Apoorv Bapat <apoorvbapat@eleation.com>

Fri, Feb 22, 2019 at 4:05 PM

Dear Dr. Varun G. Menon,

Greetings from ELEATION...!!!

ELEATION is a leading CAE Service based Company; ELEATION Services Pvt. Ltd. Has started In December 2015 for simulating Industrial Problems on CAE domains, with 600+ satisfied customers we are leading Service based company in CAE Domain.

We are the leading CAE services industry with more than 600 company tie-up for various projects in Crash, Fatigue, Structural, Optimization, etc. based on the current man power requirement of ELEATION, we would like to conduct placement drive for 4th year Mechanical, Civil, Product and Automobile Engineering students.

In academic year 2017-18, we have conducted 100+ on-campus placement drives in Maharashtra, Tamil Nadu, Karnataka, Telangana, and Madhya Pradesh. ELEATION Academy has already hired 72 Engineers from Pune University, 36 Engineers from SAEIndia BAJA and 38 Engineers from other leading universities.

Number of positions : 80

Job Location : Pune

CTC : 2.4 Lakhs

Please find the attached PDF containing the details regarding:

1. Job Description
2. Selection Procedure
3. Qualifying criteria
4. CTC

We request you to share suitable dates as per your schedule to conduct the placement drive.

Note : we don't charge for Placement and hiring either from students nor for colleges.

If you need any updates from us feel free to contact.

Regards,

Pradeep Akolkar

HR and Marketing Manager

ELEATION

+91-8600868911



[Eleation - YouTube](#)

[Eleation - Facebook](#)

[Eleation - LinkedIn](#)

www.eleation.com



ELEATION Placement Procedure.pdf

429K

SSET <sset@scmsgroup.org>

Wed, Mar 6, 2019 at 3:15 PM

To: Pradeep Akolkar <pradeepakolkar@eleation.com>, Apoorv Bapat <apoorvbapat@eleation.com>

Dear Sir,

Thanks for the invitation extended to our students regarding the placement drive to be scheduled by your esteemed organization. AS per the mail, I am attaching herewith the details of our 110 candidates for the selection process.

Kindly make it convenient to conduct the PPT, Written and Tool test on 15th or 18th March 2019. Kindly confirm the date and hope this will be direct recruitment to the company

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>

[Quoted text hidden]



SSET-Eleation 19.xls

78K

Pradeep Akolkar <pradeepakolkar@eleation.com>

Thu, Mar 7, 2019 at 12:56 PM

To: SSET <sset@scmsgroup.org>

Cc: Apoorv Bapat <apoorvbapat@eleation.com>

Dear Dr. Varun G. Menon

Greetings from ELEATION...!!!

Thanks for showing interest in ELEATION's Placement Drive..

We will conduct the drive on 15th of March 2019 at 10am.

Please find the below process which we will follow on 15th of March 2019:

1. Please assemble all the student to seminar hall / conference hall
2. We need projector so that students can see the presentation
3. We need speaker facility so that students can listen the presentation
4. We need laptop / desktop connected to projector and speaker with internet facility so that you can run the Pre-placement talk video
5. **Please use the below link to play the Pre-placement talk video**
https://youtu.be/Ft5teJv-0_A
6. After the Pre-placement talk if students have any issue/query they can contact us at apoorvbapat@eleation.com
7. After pre-placement talk we will start with Online Technical test
8. **Please use the below link which we will use to conduct the online technical test.**
<https://goo.gl/forms/BtuyzhsDgBO85qDy1>
9. Currently the above link is not active, please let me know when at what time you want to start the test, we will activate the link accordingly.
10. The test is for 1 hour
11. To clear the technical test, students have to score 80 or more marks.
12. After the technical test, we will share the results with you as well as students and detailed process about the next round.

If you need any updates from us feel free to contact.

Regards,

Pradeep Akolkar

Marketing Manager

ELEATION

+91-8600868911





sset last name <sset@scmsgroup.org>

ELEATION's Placement Drive : First Round Results : SCMS SCHOOL OF ENGINEERING & TECHNOLOGY

2 messages

Apoorv Bapat <apoorvbapat@eleation.com>

Fri, Mar 15, 2019 at 11:06 AM

To: sset@scmsgroup.org, varunmenon@scmsgroup.org

Cc: ahmdsarhan@gmail.com, manuthomas1996@gmail.com, maheshchandrababu97@gmail.com, aathirafrankur@gmail.com, uanand97@gmail.com, rohithmenon367@gmail.com, hebinkangappadan@gmail.com, gowripushparaj@gmail.com, basilbiju97@gmail.com, arjunrch@gmail.com, sebastianrobin543@gmail.com, tonyjoy60@gmail.com, niyazs2198@gmail.com, nithinkarakurussi@gmail.com, rahulvi1987@gmail.com, melvinjustice98@gmail.com, arjunkturishna01234@gmail.com, joswinmo44@gmail.com, yogijpai97@gmail.com, abhishekmoohan280@gmail.com, albinmp4@gmail.com, sai2j07@gmail.com, deepthikurian15@gmail.com, jaseenamol97@gmail.com, hilnashanu@gmail.com, jacobputhukkeril@gmail.com, ajithantoo15@gmail.com, aruvi67@gmail.com, SEBJAK459@gmail.com, roshanmhammad@gmail.com, vishnujanair@gmail.com, abhishekpanatt@gmail.com, gourinandini@gmail.com, thomsonnkmeloor@gmail.com, thakku27@gmail.com, nasnananditha@gmail.com, ashithat97@gmail.com, sunairah96@gmail.com, ayshasalam29@gmail.com, lukedennis007@gmail.com, gopikrishnan5452@gmail.com, aryajprakash@gmail.com, shanjith.007@gmail.com, km.akhil005@gmail.com, naveengoploo@gmail.com, lakshmisani@rocketmail.com, risvantmajeed.17@gmail.com, cyrilvarghesedavis333@gmail.com, dahlianilavareth@gmail.com, dakshined@gmail.com, radhudileep@gmail.com, ashikfd13@gmail.com, rahulmenon1996@gmail.com, sajithmp97@gmail.com, jibinchittuparambil@gmail.com, arjun.mp350@gmail.com, serinajoseph07@gmail.com, analabenny@gmail.com, anilanto007@gmail.com, shivani.vinu11@gmail.com, greetyc@gmail.com, kaleeswar666@gmail.com, stevinshaji5777@gmail.com, indrajitguha.a@gmail.com, geethubennyson@gmail.com, meeraammu997@gmail.com, 777sachinks@gmail.com, abamalbenny@gmail.com, jomyjose096@gmail.com, kurianpaul10@gmail.com, akhiljith97@gmail.com, annnikhila@gmail.com, tuhinthomas24@gmail.com, kvsreehari98@gmail.com, gauthamgg18@gmail.com, sheethalsanthoshkalathil@gmail.com, devassypauly@gmail.com, vishnumurali973@gmail.com, ritheshkthomas@gmail.com, a3sboss@gmail.com, gauthammkrishna1997@gmail.com, aathuathirak@gmail.com, sreenathsreedhara21@gmail.com, alananto1997@gmail.com, malavika6545@gmail.com, aksahyaramesh@gmail.com, aswathysahaji2015@gmail.com, aswintharayil@gmail.com, aparnaprakash.ammu@gmail.com, arya000k@gmail.com, nithinvs134@gmail.com, venkiteshpsuresh9@gmail.com, jiyajoy397@gmail.com, mohammednihal97@gmail.com, alanejedappilly@gmail.com, vinaykpu424@gmail.com, arshakp94@gmail.com, anjanamsaviour@gmail.com

Dear Sujitha Vinod, Dr. Varun G. Menon and Students,

Greetings from ELEATION...!!!

Today we have conducted Pre-placement talk and Online Technical test, total 98 students gave the online technical test.

As per ELEATION's Qualifying Criteria students have to score 80 or more marks to clear the first round.

As no student have scored 80 or more marks, so I am sorry to inform you that we can't conduct the next rounds of placement process.

Please find the below Score, Name, Email ID and Contact number of all 98 students.

Feel free to contact in case you need any updates from us.

Score	Full Name	Email ID	Mobile Number

68 / 100	Ahammed Sarhan M	ahmdsarhan@gmail.com	9846125401
62 / 100	Manu	manuthomas1996@gmail.com	7034370899
62 / 100	K Mahesh Chandrababu	mareshchandrababu97@gmail.com	9496721996
60 / 100	AATHIRA J FRANKUR	aathirafrankur@gmail.com	8138905567
60 / 100	Anand U	uanand97@gmail.com	7558938624
58 / 100	ROHITH MENON	rohithmenon367@gmail.com	7012693598
58 / 100	hebin kangappadan	hebinkangappadan@gmail.com	8921266311
58 / 100	GOWRI P	gowripushparaj@gmail.com	7907730256
56 / 100	basil biju	basilbiju97@gmail.com	9961588207
56 / 100	arjun ravindran	arjunrch@gmail.com	9447974051
56 / 100	Robin Sebastian	sebastianrobin543@gmail.com	9048340609
54 / 100	TONY JOY M	tonyjoy60@ymail.com	7560949188
54 / 100	MUHAMMED NIYAZ N A	niyazs2198@gmail.com	9061411437
54 / 100	NITHIN K	nithinkarakurussi@gmail.com	9495379930
52 / 100	v rahul	rahulvi1987@gmail.com	8921062443
52 / 100	Melvin Jestice	melvinjestice98@gmail.com	9497036646
52 / 100	ARJUN B V	arjunkrishna01234@gmail.com	9995130773
52 / 100	Joswin M O	joswinmo44@gmail.com	9562803625
50 / 100	Yogendra J Pai	yogijpai97@gmail.com	8893341422
50 / 100	Abhishek Mohan	abhishekmohan280@gmail.com	9961975430
50 / 100	ALBIN M P	albinmp4@gmail.com	7025303482
50 / 100	Sailesh.P.Kamath	sai2j07@gmail.com	7012263544
50 / 100	DEEPTHI KURIAN	deepthikurian15@gmail.com	9447605097

Date: 22-03-2019

Offer letter

Dear Manu,

Congratulations from ELEATION...!!!

Based on your performance in Online Test and Technical Interview, we are pleased to offer you the position of **CAE trainee** in ELEATION.

Your appointment and joining date is subjected to following points:

1. You have to complete ELEATION's ANSYS Level – 1 and ELEATION's HyperWorks Level – 1 Training Course from ELEATION's Online Courses.
2. You have to submit the complete homework and assignment shared with you during the training.
3. You have to clear the online test, tool test and Technical Interview which we will conduct after the training.

Your joining date is subjected to your performance in the test and interview which will be conducted after the training. Under any circumstances if you fail to meet the required standards and/or fail to qualify the test and/or the interview, your joining will be terminated. Company is not liable in any case.

For completing the joining formalities you are required to submit some relevant documents, you can refer to **Annexure A** for the list of those documents.

We are pleased to inform you that your CTC will be INR 2.4 lakhs, and will be applicable from the date of joining.

Thank you,
Sincerely,

ELEATION.

PRINCIPAL's NAME & SIGNATURE

PLACEMENT OFFICER's NAME & SIGNATURE

HOD's NAME & SIGNATURE

ANNEXURE A

DOCUMENTS CHECKLIST

Scanned copies of the following documents are required to be submitted on hr@eleation.com along with duly signed offer letter by the mentioned authorities. If the employee fails to submit one or more of the required documents his/her joining formalities would be kept on hold.

A. Education Documents:

1. 10th and 12th or diploma mark sheets
2. Degree certificate and mark sheets
3. PG certificate and mark sheets
4. Any other certification (if applicable)

B. Personal documents:

1. Marriage certificate (if applicable)
2. PAN Card
3. Aadhar Card
4. Electricity bill or rent agreement (local and permanent address both)

ACCEPTANCE OF OFFER

I have read the offer letter and the annexed policies. I hereby accept the offer on the aforesaid terms. I solemnly affirm that I am not under any medication on account of any medical condition which may adversely affect the performance of my duties in the event of my appointment pursuant to my acceptance of this offer.

I shall join my duties with effect from the date mentioned in this document. In case of delays in joining, I shall inform the concerned authority well in advance in writing.

Name: _____

Date: _____

Place: _____

Signature: _____

Date: 22-03-2019

Offer letter

Dear K Mahesh Chandrababu,

Congratulations from ELEATION...!!!

Based on your performance in Online Test and Technical Interview, we are pleased to offer you the position of **CAE trainee** in ELEATION.

Your appointment and joining date is subjected to following points:

1. You have to complete ELEATION's ANSYS Level – 1 and ELEATION's HyperWorks Level – 1 Training Course from ELEATION's Online Courses.
2. You have to submit the complete homework and assignment shared with you during the training.
3. You have to clear the online test, tool test and Technical Interview which we will conduct after the training.

Your joining date is subjected to your performance in the test and interview which will be conducted after the training. Under any circumstances if you fail to meet the required standards and/or fail to qualify the test and/or the interview, your joining will be terminated. Company is not liable in any case.

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We are pleased to inform you that your CTC will be INR 2.4 lakhs, and will be applicable from the date of joining.

Thank you,
Sincerely,

ELEATION.

PRINCIPAL's NAME & SIGNATURE

PLACEMENT OFFICER's NAME & SIGNATURE

HOD's NAME & SIGNATURE

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1. Marriage certificate (if applicable)
2. PAN Card
3. Aadhar Card
4. Electricity bill or rent agreement (local and permanent address both)

ACCEPTANCE OF OFFER

I have read the offer letter and the annexed policies. I hereby accept the offer on the aforesaid terms. I solemnly affirm that I am not under any medication on account of any medical condition which may adversely affect the performance of my duties in the event of my appointment pursuant to my acceptance of this offer.

I shall join my duties with effect from the date mentioned in this document. In case of delays in joining, I shall inform the concerned authority well in advance in writing.

Name: _____

Date: _____

Place: _____

Signature: _____

Date: 22-03-2019

Offer letter

Dear Ahammed Sarhan M,

Congratulations from ELEATION...!!!

Based on your performance in Online Test and Technical Interview, we are pleased to offer you the position of **CAE trainee** in ELEATION.

Your appointment and joining date is subjected to following points:

1. You have to complete ELEATION's ANSYS Level – 1 and ELEATION's HyperWorks Level – 1 Training Course from ELEATION's Online Courses.
2. You have to submit the complete homework and assignment shared with you during the training.
3. You have to clear the online test, tool test and Technical Interview which we will conduct after the training.

Your joining date is subjected to your performance in the test and interview which will be conducted after the training. Under any circumstances if you fail to meet the required standards and/or fail to qualify the test and/or the interview, your joining will be terminated. Company is not liable in any case.

For completing the joining formalities you are required to submit some relevant documents, you can refer to **Annexure A** for the list of those documents.

We are pleased to inform you that your CTC will be INR 2.4 lakhs, and will be applicable from the date of joining.

Thank you,
Sincerely,

ELEATION.

PRINCIPAL's NAME & SIGNATURE

PLACEMENT OFFICER's NAME & SIGNATURE

HOD's NAME & SIGNATURE

ANNEXURE A

DOCUMENTS CHECKLIST

Scanned copies of the following documents are required to be submitted on hr@eleation.com along with duly signed offer letter by the mentioned authorities. If the employee fails to submit one or more of the required documents his/her joining formalities would be kept on hold.

A. Education Documents:

1. 10th and 12th or diploma mark sheets
2. Degree certificate and mark sheets
3. PG certificate and mark sheets
4. Any other certification (if applicable)

B. Personal documents:

1. Marriage certificate (if applicable)
2. PAN Card
3. Aadhar Card
4. Electricity bill or rent agreement (local and permanent address both)

ACCEPTANCE OF OFFER

I have read the offer letter and the annexed policies. I hereby accept the offer on the aforesaid terms. I solemnly affirm that I am not under any medication on account of any medical condition which may adversely affect the performance of my duties in the event of my appointment pursuant to my acceptance of this offer.

I shall join my duties with effect from the date mentioned in this document. In case of delays in joining, I shall inform the concerned authority well in advance in writing.

Name: _____

Date: _____

Place: _____

Signature: _____



Hi Sir/ Madam

After completing all the discussions and interview rounds, we selected some students from your 2019 batch. Please find those talents from the below list:

Sl.No	Name	Branch
1	Meritta Shibu	EC
2	Athira S	EC
3	Harsha Manoj	EC
4	Lakshmi K B	EC
5	Shivani G	EC
6	Athira Unnikrishnan	EC
7	Sachin Suresh	EC
8	Meenakshi Nair J	EC
9	Shekha E K	EC
10	Aswathy Menon K	CS
11	Athira	CS
12	Sunitha Sahu	CS
13	Elsa Antony	EEE
14	Sreelakshmi M G	EEE
15	Krishnaja K	EEE
16	Sreya Das P	EEE
17	Tom Saji	EEE
18	Aswathy R R	CE
19	Aathira J Frankur	CE
20	Dahlia Theresa N J	CE
21	Anala Benny	CE
22	Jibin Varghese	CE
23	Nimmy T M	CE

** If someone want to drop out, please inform me as early as possible. So, we can refill the vacancy with some other students **

Best regards,

Riya Varghese

HR Associate

+91 623-853-3146



sset last name <sset@scmsgroup.org>

Fwd: FW: Formal Offer Letter

1 message

Dr. Varun G Menon <varunmenon@scmsgroup.org>
To: SSET <sset@scmsgroup.org>

Wed, Jun 26, 2019 at 2:27 PM

----- Forwarded message -----

From: **Anitha G Pillai** <anithagpillai@scmsgroup.org>
Date: Wed, Jun 26, 2019 at 2:18 PM
Subject: Fwd: FW: Formal Offer Letter
To: Varun Menon G <varunmenon@scmsgroup.org>

Dear Sir,

FYI.

Had sent resumes of three students and they underwent interview. Two of them have been selected.

Regards,

Dr. Anitha G. Pillai |

Dean - Academic Affairs &
Head, Department of Civil Engineering
SCMS School of Engineering & Technology
Karukutty - 683 576.
Phone: 0484 2450330 | Mob: 9497775295
e mail: anithagpillai@scmsgroup.org

----- Forwarded message -----

From: **Shelly S Fernandez** <shelly@qcreteindia.com>
Date: Wed, Jun 26, 2019 at 1:03 PM
Subject: FW: Formal Offer Letter
To: <anithagpillai@scmsgroup.org>

Dear Anitha,

For your Information.

Regards

Shelly

From: hrcell [mailto:hrcell@qcreteindia.com]
Sent: 26 June 2019 12:14
To: jibinchittuparambil@gmail.com
Cc: shelly@qcreteindia.com; 'Ajith'; 'bijo'; krbiju@qcreteindia.com; Santhosh(HO)
Subject: Formal Offer Letter

Dear Jibin Varghese,

Congratulation..

With reference to your application and by the subsequent Interview which you had with Qcrete Readymix (India) Pvt. Ltd, We are glad to inform you that you have been selected for the post of **"Junior Officer QCP"** for fixed period of 1 year from the date of joining and will be based at our **Cochin Branch**. You will be entitled to receive gross salary Rs.15,000 and ESI, PF as applicable.

You should be attend the induction program at our Bangalore branch for 15 days from 1st July 2019. Appointment letter you will get after completion of 15 days of induction program.

Venue detail as mentioned below

Qcrete Readymix (India) Pvt.Ltd.
Bettahalasuru Village, Jala Hobli,
MVIT College Road, Bangalore North,
Bangalore-562 157.

Note that : Accommodation facility will be provided.

Please bring below listed documents and handover to concerned person on your day of joining.

- Copy of passport / birth certificate (Two Copies).
- Copy of Academic Certificates (all from 10th to Highest).
- Account Pass book Copy
- Aadhaar Card and Pan Card Copy of Self and Family.
- Six passport size photographs (Recent)

Looking forward to a long and mutually beneficial career with us.

Thanks and Regards,

Swaroopraj Hegde,

Qcrete Readymix (India) Pvt Ltd,

|Mangalore|Mob: 7483028630|9448066287

|email: hrcell@gcreteindia.com



--

Thanks and Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

ACM Distinguished Speaker

Guest Editor-Journal of Supercomputing, Springer

SCMS School of Engineering and Technology

SCMS Group of Educational Institutions

Karukutty, Ernakulam, Kerala, India - 683 576

Office: +91-484-2450330 Mob: +91-8714504684

Web: <http://www.scmsgroup.org>



SCMS

GROUP OF EDUCATIONAL INSTITUTIONS



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment Program 2019 Confirmation

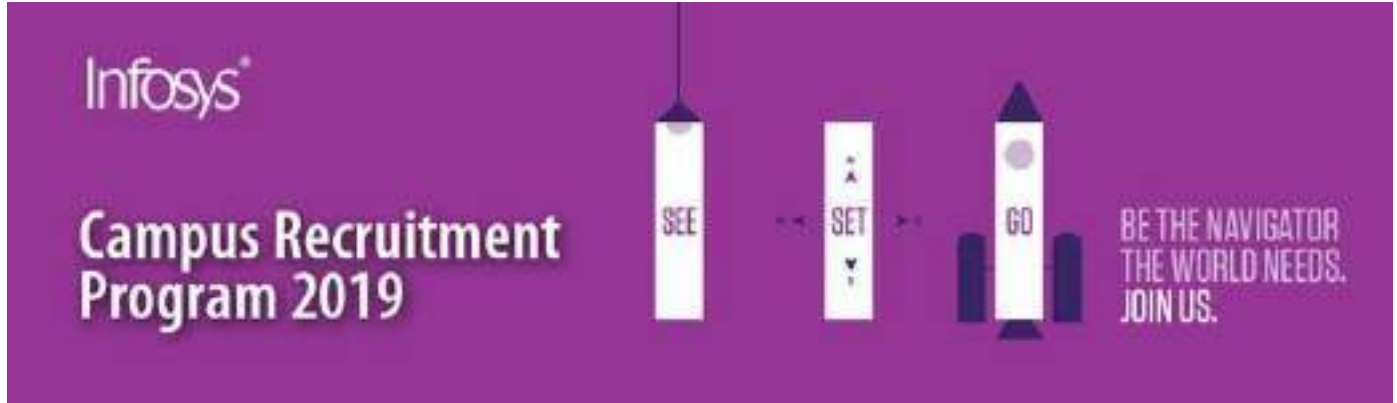
6 messages

Sonu Jose <sonu.jose@infosys.com>

Tue, Sep 18, 2018 at 1:54 PM

To: "Sahadevan R." <Sahadevan@scmsgroup.org>, SSET <sset@scmsgroup.org>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>



Dear Prof. Sahadevan,

Greetings from Infosys!

We are entering into yet another exciting season of campus recruitment and we are elated you have chosen to partner with us this year. In continuation to our earlier email and discussions we are pleased to confirm our presence at your institute on **10th and 11th October 2018** for campus recruitment as a **Day 1 exclusive** company.

Please find below the schedule for the event,

Activity	Duration	No. of Questions
Day 1		
Company PPT and Q&A session	60 mins	NA
Online registration	10 mins	NA
Test-Section I/Arithmetic Reasoning and Analytical Thinking	25 mins	15 questions
Test-Section II/ Mathematical critical thinking and Logical reasoning	35 mins	10 questions
Test Section III/Test of communicative English	35 mins	40 questions
Day 2		
Interview(s)	As per schedule shared on Day 1	

Since the test process would be an online assessment we require your system details as per the attached format. Kindly share this '**System Information Sheet**' by **25-September-2018**. Also find attached the '**Student details sheet**' in which the data of eligible students is to be shared by **30-September-2018**. Kindly refer to the eligibility document shared with you through our earlier email.

Please share the attached '**Important Instructions to Students**' and '**Scholastic Average Sheet**' with the eligible candidates and communicate to them to adhere to the recommended time lines. The students need to carry a hand filled hard copy of the "Scholastic

Average Sheet" on the day of the test process.

Kindly note: The processes are system driven, hence any changes or additions post the cutoff date shall not be entertained.

Look forward to a very fruitful association with your institute this year!

Regards,





Sonu Jose

Talent Acquisition – Infosys Limited



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4 attachments





-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: "Mahendra K.S." <mahendra@scmsgroup.org>

Wed, Sep 19, 2018 at 10:27 AM

[Quoted text hidden]

4 attachments

-  **Important Instructions to Students-2019.pdf**
187K
-  **Scholastic Average Sheet.pdf**
202K
-  **Student Details Sheet.xls**
31K
-  **System Information Sheet - 2019.xlsx**
30K

SSET <sset@scmsgroup.org>
To: Sonu Jose <sonu.jose@infosys.com>
Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Angeline Rachel Premkumar <Angeline_Premkumar@infosys.com>

Mon, Sep 24, 2018 at 2:54 PM

Dear Sir,

Thanks for the confirmation of Infosys recruitment drive on **10th and 11th October 2018** as Day1 exclusive company. As per the mail, I am attaching herewith the filled System Information Sheet for your kind reference.

Regards

Mr. Mahendra K. S.
Placement Officer
SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450330



sset last name <sset@scmsgroup.org>

Infosys Campus Recruitment : Selected Candidates

1 message

SSET <sset@scmsgroup.org>

Fri, Oct 12, 2018 at 11:55 AM

Bcc: Jayesh Red <jayeshred20@gmail.com>, Aashik Salim <aashiksalim97@gmail.com>, Abhinav AR <abhinav.abhiramam@gmail.com>, Abhishek Panatt <abhishekpanatt@gmail.com>, adarsh sisi tk Ashi <adarshsasi.tk@gmail.com>, ajith antoo <ajithantoo15@gmail.com>, ajmal aju <ajmal1kh@gmail.com>, akhil murali <km.akhil005@gmail.com>, "Alan E.J" <alanejedappilly@gmail.com>, ALAN ANTONY <alanantony341@gmail.com>, Alex rocks <babyalex00@gmail.com>, alfred.281997@gmail.com, althafashruf997@gmail.com, amalnambar97@gmail.com, Anand A Nair <anand.uthram@gmail.com>, Anand Anil <anandanil1997@gmail.com>, Anand U <uanand97@gmail.com>, Anandkrishna j <anandkrishnaj19@gmail.com>, Anil Anto <anilanto007@gmail.com>, apu joseph <apujoseph55@gmail.com>, aravindsabu5453@gmail.com, Aravind Uday <aravind.uday97@gmail.com>, ARJUN KRISHNAKOLLAM KANNAN <arjunkrishna01234@gmail.com>, Arjun krishna <arjunkrishna288@gmail.com>, Arjun MP <arjun.mp350@gmail.com>, Ashkar Ks <ashkarks3@gmail.com>, Aswin C <aswin4054@gmail.com>, aswinpushkar@gmail.com, aswin chand <ppaswinlatha@gmail.com>, athuljyothis18@gmail.com, athul krishna <athul.krishna85@gmail.com>, Athul Venugopal <athul95@gmail.com>, vpoyil@yahoo.co.in, Benjamin Koola <koolabenjamin@gmail.com>, bithul k <bithul98igi@gmail.com>, bonny thomas <bonnythomask@gmail.com>, Clement Davis <clement.davis56@gmail.com>, Dany VA <danyvadassery@gmail.com>, Denil Paulson <denilp007@gmail.com>, dhanush satheesh <dhanushsatheesh9@gmail.com>, doni raju <doniraju111@gmail.com>, eby paulachan <ebypaulachan6413@gmail.com>, emmanuel joy <emmanuelJoy11@gmail.com>, Fahad Wahid <fahadwahid96@gmail.com>, fredy cheerakathil <fredycheerakathil@gmail.com>, gauthamkrishna1997@gmail.com, gautham V <gauthambeena@gmail.com>, Gokul Anil <gokulanil48@gmail.com>, Gopikrishnan Shaji <gopikrishnanshaji@gmail.com>, Haresh ps <hareshps418@gmail.com>, "Hari govind .a" <harimadhavam10@gmail.com>, iguzz creations <ignaciouscherian123@gmail.com>, Indrajit Guha <indrajitguha.a@gmail.com>, Jayakrishnan Prasad <jayakrishnanp97@gmail.com>, JEFFREY SHAJI <jeffreysshaji1997@gmail.com>, jinu manoj <jinumanoj12@gmail.com>, jithild@gmail.com, Jithin Joseph <jithin7797@gmail.com>, joel antony <joelantonyalbert@gmail.com>, John Zachariah <johnzach96@gmail.com>, joseph sabu <josephsabub360@gmail.com>, joswin m o <joswinmo44@gmail.com>, jussaim007@gmail.com, maheshchandrababu97@gmail.com, Arunjith Kr <arunvi67@gmail.com>, aDiThYaN KaRaNaTh <ksadithyan@gmail.com>, Sreehari k v <kvsreehari98@gmail.com>, Kaleeswar s <kaleeswar666@gmail.com>, Krishnanunni Menon <krishnanunni.n.menon@gmail.com>, kurian paul <kurianpaul10@gmail.com>, Lee Creationz <thakku27@gmail.com>, Lijo Mon George <lijomongearge97@gmail.com>, Luke Dennis <lukedennis007@gmail.com>, manumohan0173@gmail.com, Mohammed Sahal <mohammedsahal356@gmail.com>, Roshan Muhammad <roshanmhammad@gmail.com>, MUHAMMED NIYAZ NA <niyazs2198@gmail.com>, N Arun Narayanan <arunajay90@gmail.com>, Nandagopal MNair <nandagopalnmair7@gmail.com>, nandhusanthosh22@gmail.com, Naveen Gopalakrishnan <naveengoploo@gmail.com>, Neil Jacob Abraham <neiljacobabraham@gmail.com>, Nigal Paul <nigalpaul61@gmail.com>, NIKHIL GEORGE <nikhilpopzgeorge@gmail.com>, nikhil George <nikhilmgeorge@gmail.com>, NITHIN KV <nithinkarurussi@gmail.com>, Nithin Raveendran <nithinraveendrann@gmail.com>, aravindba50@gmail.com, Raghav Sunil <raghavsunil.sachu@gmail.com>, Rahulk Pankajakshan <rahulkpankajakshan@gmail.com>, "rahul r.menon" <rahulrmenon1996@gmail.com>, "Risvan T.M" <risvantmajeed.17@gmail.com>, Rithesh Thomas <ritheshkthomas@gmail.com>, robin sebastian <sebastianrobin543@gmail.com>, Rojin Jose <rojinjose282@gmail.com>, Sailesh Kamath <sai2j07@gmail.com>, sajith m p <sajithmp97@gmail.com>, Sanjay Mathew <sanjaymathew83@gmail.com>, Saul Joy <saul12joy@gmail.com>, Sebastian Jacob <sebjak459@gmail.com>, shanjith shaji <shanjith.007@gmail.com>, Shawn Thomas George <shawnthomas97@gmail.com>, shifashameed16@gmail.com, Shreeram Raghupathy <shreeramcbe@gmail.com>, sreejith.r@live.com, Thoppil Sreejith <tsreejith999@gmail.com>, ts sreejith <sreejithoknow@gmail.com>, Thapas Manchady <thapasmanchady@gmail.com>, Thomas George <thomas.joji2718@gmail.com>, thomas.joji@outlook.com, "THOMSON N.K" <thomsonnmkeloor@gmail.com>, Rahul Vinod <rahulvi1987@gmail.com>, Hari Krishnan <harikrishnan910@gmail.com>, j.vaisu97@gmail.com, Varun Jain <vjkhersingh@gmail.com>, VIMAL RANJEEV <vimalranjeev9@gmail.com>, Vivek K Sunil <vivekksunil100@gmail.com>, vysakksreenivas@gmail.com, abhay krishnan <abi007krishnan@gmail.com>, "ABHIJITH .V" <abhijithv575@gmail.com>, archeroono Gaming <girarcus@gmail.com>, allrounder sport <abhinandtheallrounder@gmail.com>, Abind Krishna <abindkrishna47@gmail.com>, Ajith Sankar <ajithsankar90@gmail.com>, ALAN ANTO <alananto1997@gmail.com>, albinmp4@gmail.com, allenmathews@rediff.com, Ambady Anil <ambadyanil007@gmail.com>, ANAND KC <anand.appu321@gmail.com>, Athul Ashok <athulashok300696@gmail.com>, Ayoob Ameen <ayoobameenpukodaly@gmail.com>, AZHAR IBRAHIM <azharrockz786@gmail.com>, "Ben k.s" <benchlsea@gmail.com>, Bijil Babu <bijilbabu470@gmail.com>, Chandra Prakash <chandraprakashplr@gmail.com>, charukesh pm <pmcharukesh@gmail.com>, "devakrishna c.premji" <devakrishnac@gmail.com>, Godfrin Dual <godfrindualj@gmail.com>, Hashim Hamza <hashimblackkp96@gmail.com>, Jayakrishnan B <jayakrishna50@gmail.com>, jayakrishnan.jkb@gmail.com, joyjithin244@gmail.com, Karthik Ramanathan <karthikramanath96@gmail.com>, Krishna Vini <krishvini1309@gmail.com>, Leo Swithin <leoswithin710@gmail.com>, Rohith M <rohithm26@gmail.com>, MOHAMMED AZIL <azilerattakulam@gmail.com>, Mohammed Shahinsha <shahinsha96@gmail.com>, Sachin George <sachingeorge97@gmail.com>, ROSHAN JOHN MATHEW <rjm77255277cw@gmail.com>, sachin ks <777sachinks@gmail.com>, s_santhanu@ymail.com, Jhonson

Sl No	Name	Email ID
1	Santhanu S Nair	s_santhanu@ymail.com
2	Anand Lokanath	anandlokanath123@gmail.com
3	Anne Jacob	annejacobkunnumpurath@gmail.com
4	Aswin Balachandran	aswin456@gmail.com
5	Devika S	devuolavaipu@gmail.com
6	FAHMIN FIROZ	firozfahmin@gmail.com
7	Gayathri V Marar	gaya3viswanath@gmail.com
8	Greety C Maria	greetyc@gmail.com
9	Jiya Joy	jiyajoy397@gmail.com
10	Mariya Roy	mariyaroy21@gmail.com
11	Rahendhu Haridas	rahendhuhari9@gmail.com
12	Roshni Pavithran	roshnipavithran9@gmail.com
13	Shanaraj V K	iamshanashan@gmail.com
14	Sunairah Syed Mahin	sunairah96@gmail.com
15	Tina Maria Kurian	mtinu12@gmail.com
16	Alisha K Thomas	ca-521@scmsgroup.org
17	Amal Jaison	amaljaison.k@gmail.com
18	Amalu Prem	amalupremc@gmail.com
19	Anamika T S	ca-520@scmsgroup.org
20	Anu Jeevan	anujeevan19@gmail.com
21	Ayana Lalan K	ca-524@scmsgroup.org
22	Dheesha O K	jdeeshaprakash@gmail.com
23	Aarathy Menon	aarathymenon21@gmail.com
24	Aditya Hari	adityahari96@gmail.com
25	Aiswarya K	aiswarya414@gmail.com
26	Ajay Paul	a4ajay619@gmail.com
27	Akamksha Mohandas	akamksha222@gmail.com
28	Alen Joseph Benny	alenjbenny24@gmail.com
29	Alina Job	alinajob97@gmail.com
30	Aswathi N Kutty	aswathink1997@gmail.com
31	Athira S Menon	menonsathira@gmail.com
32	Ayisha Jalal	ayishajalal97@gmail.com
33	Ayisha Safrin	ayishasafrinp@gmail.com
34	Deepthi V S	deepthyworld@gmail.com
35	Dennis Kuruvilla	denniskuruvilla777@gmail.com
36	Devanand P	devanannd@gmail.com
37	Divya S Anand	divyasanand.22@gmail.com
38	Donna Maria Spencer	donna.spencer95@gmail.com
39	Godvin Poullose	godvinpoullose2@gmail.com
40	Gopika Prakash	gopikaparakash09@gmail.com
41	Gopika Raj	raj.gopika97@gmail.com
42	Harikrishnan D	hari555.hd@gmail.com
43	Harita Ranjit	harita.ranjit@yahoo.com
44	Hawas Alakkal Musthafa	hawasmusthafa@gmail.com
45	Ijas A H	ijas.ah96@gmail.com
46	K S Keerthi	keerthi.s.geet@gmail.com

47	Karthika K Nair	nairkarthika238@gmail.com
48	Kavya Bharathan	kavyasakb@gmail.com
49	Malavika Prakash	malavikapraakashkumar@gmail.com
50	Maria .	mariatoffee@yahoo.in
51	Misna Ali	misna123@gmail.com
52	Neil Dianitius	neildiny@gmail.com
53	Nidhi O R	nidhirajeev2015@gmail.com
54	Razmil Minhaj	razmilminhaj007@gmail.com
55	Renjima E Rajan	renjimaerajan@gmail.com
56	Riya Samuel	riyavsamuel@gmail.com
57	Rose Mary Poly	rosemarypoly777@gmail.com
58	Sachin P	sachin.puthiyaparamban@gmail.com
59	Sajna Sajeev	sajna399@gmail.com
60	Samal Muhammed	samalsunil0@gmail.com
61	Sarath M R	sarath6306@gmail.com
62	Shahsad Abdullah	shahsad1995@gmail.com
63	Sharath Srikumar Nair	sharath_nair@outlook.com
64	Sidharth V	sidharth.v.mtr@gmail.com
65	Smitha Sunny	sinnansunny97@gmail.com
66	Sreedath P S	sreedathps19@gmail.com
67	Sreelakshmi R Raju	sreelakshmilachus271097@gmail.com
68	Sudhiesh Kumar	sudheeshxyril08@gmail.com
69	Swetha K P	swethasurendran02@gmail.com
70	Vishnu C	vishnu080797@gmail.com
71	Vishnu Vijayakumar	vishnu7197@gmail.com
72	Vismaya Bhaskaran	vismayabhaskaran97@gmail.com
73	Vyshanavi R	achumambrol@gmail.com
74	Zerene Anwar	zerene999@gmail.com
75	Amrutha Anilkumar	amruthaanilkumar24@gmail.com
76	Angelina Teresa	angelinateresa79@gmail.com
77	Anjaly Antony	anjalyantony97@gmail.com
78	Arjun K Ajayan	arjunkajayan1997@gmail.com
79	Darsana K C	darsanakc@gmail.com
80	Ganesh M Nair	nairganesh98@gmail.com
81	Harsha Pradeep	hp46985@gmail.com
82	Hridhya Jolly K	hridhya97@gmail.com
83	Jyothika S Philip	jyothikasphilip@gmail.com
84	Kajal Sathian	kajalsathyan@gmail.com
85	Krishna R Kumar	krishnapavizham35@yahoo.com
86	Krishna Sudheer C	krishnasudheer006@gmail.com
87	Mohitha Thampy	mohithathampy@gmail.com
88	Nivedita B	niveditakarar@gmail.com
89	SACHIN FRANCIS	sachinfrancis212@gmail.com
90	Sadhiya E M	sadhiyaem@gmail.com
91	Sarath S	sarathsmailbox1997@gmail.com
92	Shwetha Mary Sam	shwethamary123@gmail.com
93	Surya Joseph	suryaj9128@gmail.com

94	Akhila Anil	akhilaanilseven@gmail.com
95	Akhilnath K A	akhilnathka303@gmail.com
96	Amal Johnson	amaljohnsonkannampuzha@gmail.com
97	Anand M C	anandmatheth@gmail.com
98	Anjala Khan M N	anjalakhan98@gmail.com
99	Aparna Ajayakumar	aparnaakumartp@gmail.com
100	Fathima S	fathimashajahan319@gmail.com
101	Irene G Alapatt	irenegalapatt@gmail.com
102	Jyothi Krishna M V	jyothikmv@gmail.com
103	Sabeena Sandra	sandrasaval11@gmail.com
104	Sanjay Krishna T S	sanjaykrishnats@gmail.com
105	Sanju Bhaskar K S	sanjusindhuraj@gmail.com
106	Manju Chandran	manjuchandran36@gmail.com
107	Raafath Abdul Kadar	akraafath@gmail.com
108	A J Jayesh	jayeshred20@gmail.com
109	Aashik Salim	aashiksalim97@gmail.com
110	Akhil K M	km.akhil005@gmail.com
111	Alfred Lonappan Pidiyath	alfred.281997@gmail.com
112	Anand Anil Nair	anand.uthram@gmail.com
113	Anil Manjaly Anto	anilanto007@gmail.com
114	Aswin C	aswin4054@gmail.com
115	Fredy C Jose	fredycheerakathil@gmail.com
116	Gopikrishnan S	gopikrishnanshaji@gmail.com
117	John Zachariah	johnzach96@gmail.com
118	Kurian Paul	kurianpaul10@gmail.com
119	Kurumpolil Mahesh Chandra Babu	maheshchandrababu97@gmail.com
120	Manu Mohan	manumohan0173@gmail.com
121	Naveen Gopalakrishnan	naveengoploo@gmail.com
122	Rahul Ramesh Menon	rahulrmenon1996@gmail.com
123	Risvan T M	risvantmajeed.17@gmail.com
124	Rithesh K Thomas	ritheshkthomas@gmail.com
125	Robin Sebastian	sebastianrobin543@gmail.com
126	Sajith M P	sajithmp97@gmail.com
127	Saul Joy	saul12joy@gmail.com
128	SHREERAM RAGHUPATHY	shreeramcbe@gmail.com
129	Thomas George	thomas.joji2718@gmail.com
130	Thomson N K	thomsonnkmloor@gmail.com
131	Vimal Ranjeev	vimalranjeev9@gmail.com

[illegible]

[illegible]

[illegible]



HRD/3T/19-20/12746972

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

August 1, 2019

Dear Aswin,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.08.01 14:29:27 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12746972

August 1, 2019

Mr. Aswin Balachandran
Candidate ID: 12746972
Chittettu,
Kangazha P.O, Pathanad
Kottayam - 686541
Kerala
India
Ph: (91) 97478 93600

Dear Aswin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aswin Balachandran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747002

July 08, 2019

Ms. Fathima S
Candidate ID: 12747002
Firdous, Kannothe Road,
Unichira Thykavu, Changampuzha Nagar P.O
Ernakulam - 682033
Kerala
India
Ph: (91) 94957 36729

Dear Fathima,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 16, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Fathima S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746961

September 6, 2019

Mr. Santhanu S Nair
Candidate ID: 12746961
Pranavam, Tc-9/2044-1,
Kochar Road, Sasthamangalam
Thiruvananthapuram - 695010
Kerala
India
Ph: (91) 94967 76828

Dear Santhanu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Santhanu S Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746797

September 6, 2019

Mr. Anand Lokanath
Candidate ID: 12746797
Lovely,
Tuneri, Vatakara
Kozhikode - 673505
Kerala
India
Ph: (91) 99461 97881

Dear Anand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Anand Lokanath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747001

September 5, 2019

Ms. Devika S
Candidate ID: 12747001
Sreesailam,
Olavaipu P O, Cherthala
Alappuzha - 688526
Kerala
India
Ph: (91) 98466 86370

Dear Devika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Devika S
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746945

August 1, 2019

Mr. Fahmin Firoz
Candidate ID: 12746945
Mookada House,
Perumbavoor P.O
Ernkulam - 683542
Kerala
India
Ph: (91) 82817 27519

Dear Fahmin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Fahmin Firoz
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746932

September 5, 2019

Ms. Gayathri V Marar
Candidate ID: 12746932
Padickal Marath,
Thuruthissery, Mekkad P.O
Ernakulam - 683589
Kerala
India
Ph: (91) 94977 96759

Dear Gayathri,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Gayathri V Marar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746982

September 5, 2019

Ms. Greety C Maria
Candidate ID: 12746982
Thekkekkara House,
Kidangoor P.O, Angamaly
Ernakulam - 683572
Kerala
India
Ph: (91) 93495 14825

Dear Greety,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Greety C Maria
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746930

July 30, 2019

Ms. Jiya Joy
Candidate ID: 12746930
Kooren House,
Providence Road
Ernakulam - 682018
Kerala
India
Ph: (91) 97459 05240

Dear Jiya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jiya Joy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746989

September 5, 2019

Ms. Mariya Roy
Candidate ID: 12746989
Chintavalappu Flats Block, 7 F.2, F2,
Puthyara P.O
Kozhikode - 673004
Kerala
India
Ph: (91) 96450 65270

Dear Mariya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mariya Roy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746934

July 09, 2019

Ms. Rahendhu Haridas
Candidate ID: 12746934
H.No. 9/602 A1,
Pandikudy, Mattanchery P.O
Ernakulam - 682002
Kerala
India
Ph: (91) 75108 59589

Dear Rahendhu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rahendhu Haridas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746975

July 09, 2019

Ms. Roshni Pavithran
Candidate ID: 12746975
Kavil House,
Asokapuram P.O, Aluva
Ernakulam - 683101
Kerala
India
Ph: (91) 94009 37310

Dear Roshni,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Roshni Pavithran
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12747004

July 08, 2019

Ms. Shanaraj V K
Candidate ID: 12747004
Udayam,
Thiruvangad P.O, Thalassery
Kannur - 670103
Kerala
India
Ph: (91) 97456 12751

Dear Shanaraj,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 07, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shanaraj V K
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746898

September 6, 2019

Ms. Sunairah Syed Mahin
Candidate ID: 12746898
Harisree Sreesylam Apts, Flat No B1B2,
Veliyannoor, Kakkala
Thrissur - 680021
Kerala
India
Ph: (91) 98957 44463

Dear Sunairah,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sunairah Syed Mahin
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746892

July 09, 2019

Mr. Devanand P
Candidate ID: 12746892
Parayil(H),
Aruvai, Pazhanji P O
Thrissur - 680542
Kerala
India
Ph: (91) 81369 30090

Dear Devanand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Devanand P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746907

July 08, 2019

Ms. Rose Mary Poly
Candidate ID: 12746907
Ponthempilly House,
Chengal, Kalady P.O
Ernakulam - 683574
Kerala
India
Ph: (91) 95440 09953

Dear Rose,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Rose Mary Poly
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746786

September 6, 2019

Ms. Zerene Anwar
Candidate ID: 12746786
Hazeena Cottage,
Ettumanoor P.O
Kottayam - 686631
Kerala
India
Ph: (91) 81368 10429

Dear Zerene,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Zerene Anwar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746912

September 5, 2019

Ms. Angelina Teresa
Candidate ID: 12746912
Chakkalakkal House,
Vaduthala
Ernakulam - 682023
Kerala
India
Ph: (91) 98479 69804

Dear Angelina,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 14, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Angelina Teresa
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746951

September 6, 2019

Mr. Arjun K Ajayan
Candidate ID: 12746951
6713, C /Keetharaparambil,
Kurishupally Road, Perumanoor
Ernakulam - 682015
Kerala
India
Ph: (91) 80899 11067

Dear Arjun,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Arjun K Ajayan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746970

September 5, 2019

Mr. Ganesh M Nair
Candidate ID: 12746970
Aiswarya, Vadakkethara,
Pazhayannur P.O
Thrissur - 680587
Kerala
India
Ph: (91) 73566 38599

Dear Ganesh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Ganesh M Nair
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/19-20/12746966

July 08, 2019

Ms. Jyothika S Philip
Candidate ID: 12746966
Jyothis, Madathil Lane,
Thottakkattukara, Aluva
Ernakulam - 683108
Kerala
India
Ph: (91) 82815 58822

Dear Jyothika,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Jyothika S Philip
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





sset last name <sset@scmsgroup.org>

Fwd: 2019 Batch Combined Campus (SLPP) - Eligibility Criteria

11 messages

Varun Jose <cr.rajagiri@gmail.com>
 To: Placement Cell - RSET <pc.rajagiri@gmail.com>
 Bcc: sset@scmsgroup.org

Wed, Jan 23, 2019 at 12:34 PM

Hi,

Greetings from Rajagiri Placement Cell !!!

Cognizant is planning for a pool drive and your college is selected to participate in the drive. Kindly fill the attached template and send it back on or before 28-02-2019.

Date for the drive will inform soon.



Greetings!

At Cognizant, we are making 'Digital' work for businesses. We continuously innovate to find a better way – for the clients who depend on us, their customers and the communities who count on us all. To enable us to deliver on this mission, our campus hiring model for 2019 will look to identify future-ready talent who are capable of going beyond traditional uni-dimensional thinking and are suitably equipped with cross-disciplinary skills.

Cognizant is privileged to be part of your esteemed institution's campus recruitment program for the batch of 2019. Please note that as per the Cognizant Campus hiring process, your students will have to meet the eligibility criteria listed below.

Eligibility Criteria - 2019 Batch

• 2019 BE / B. Tech / ME / M. Tech degree students belonging to CSE / IT / ECE / EEE / EIE / E&E / Applied Electronics / Computer & Technology / Electrical / ETE / ICE / Software/Mechanical Engineering (Full Time only)

• Consistent academic record of minimum

Selection Process:

As part of our selection process, we will conduct an online test covering Analytical, Verbal and Programming modules. Shortlisted students will be invited for two rounds of personal interviews (Technical and HR)

60% in X, XII, Diploma, UG & PG (all subjects taken into consideration) calculated as below:

o $\text{Aggregate\%} = \frac{\text{sum of all subjects' marks scored}}{\text{total no. of subjects (as of last semester result declared)}}$

- No standing arrears in current education
- Maximum 2 years gap in education
- At the time of joining, all recruits will need to have a minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears
- Any student who has applied and is waiting for re-evaluation would be considered only with the initial results declared
- Appropriate CGPA to % will be considered as per University norms
- Strong written and communication skills
- Open only to Indian nationals
- Suitable candidates must be flexible to relocate to anywhere in India or work in any shift / domain as this will be determined based on business demand

Level of Hire & Other Details

Designation: Programmer Analyst Trainee

Compensation: INR 3,38,000 per annum

Student Information:

- Students must carry the following for the recruitment Process - University ID card, 2 Recent PP size photographs (both ears visible in light background), Resume (max of 2 pages), all academic mark sheets & certificates (original & 1 Photocopy) for verification.
- Students must carry 1 Photocopy of their PAN Card, Aadhaar card and Passport (front & back page).
- Colleges need to authenticate the % of the candidates, via the college administration department records prior to the registering them for recruitment process.
- Please ensure that only those students who meet our criteria appear for the Cognizant Placement process.
- At the time of joining, all recruits need to have minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears

Disclaimer:

- Cognizant strictly prohibits payment of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to TAGCompliance@Cognizant.com
- If you encounter anyone who claims to offer a job at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make.
- We recommend that you do not respond to spam emails/ dubious messages. Ensure not to disclose your personal or financial details to anyone you do not know. If you do receive such mails—claiming to come from Cognizant—please notify us at TAGCompliance@Cognizant.com
- Please report any phishing attempt to CSIRT@Cognizant.com
- To ascertain that you are receiving an official call from Cognizant, please ensure you collect the recruiter's details (full name, employee ID, and mobile number) during the call.

Please find attached, the guidelines pertaining to Auto Proctoring Test and Organizing Combined Campus Recruitment Drive & Database Collation process to nodal office.

We look forward to visiting your campus and enriching the strong relationship Cognizant shares with your institution and the academia team.


Team Cognizant

Cognizant



2 attachments

Cognizant image001.jpg
3K

 **Cognizant 1111.xlsx**
15K

SSET <sset@scmsgroup.org>

Fri, Jan 25, 2019 at 1:46 PM

To: Varun Jose <cr.rajagiri@gmail.com>, Aravind C T <pc.rajagiri@gmail.com>

Sir,

Kindly clarify whether current backpaper is allowed for the CTS drive.

Regards

 Dr. Varun G Menon
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology

[Quoted text hidden]

Placement Cell Rajagiri <pc.rajagiri@gmail.com>

Fri, Jan 25, 2019 at 3:23 PM

To: SSET <sset@scmsgroup.org>

Cc: Varun Jose <cr.rajagiri@gmail.com>

no back logs permitted

Thanks and regards,

Dr. Biju Paul		<i>Uday Sankar</i>		<i>Dr. Varghese S Chooralil</i>
Placement Officer		<i>Asst. Professor</i>		<i>Asst. Professor</i>
<i>Assoc. Professor</i>		<i>Dept. of Mechanical</i>		<i>Dept. of Computer Science</i>

47	Megha Baby	1997-05-22	MUT15EC031
48	Meera Vinayan	1997-04-02	MUT15EC030
49	Sreerag K S	1997-12-19	MUT15EC051
50	Varsha Raj	1997-07-12	MUT15EC053
51	Denny George	1997-03-06	MUT15EE024
52	Meera Jnamboodiri	1997-12-18	MUT15EE040
53	Shahanaz M M	1997-04-17	MUT15EE051
54	Susan Jain	1997-11-07	MUT15EE054
55	Basil Baby	1997-09-16	MUT15ME018
56	Naveen Anil	1997-06-04	MUT15ME045
57	Robin Jacob	1997-04-25	MUT15ME050
58	Ryan Nathaniel Pauljoseph	1997-09-30	MUT15ME052
59	Sanjay P S	1997-05-30	MUT15ME054
60	Regina Mathew	1997-03-29	MUT15CS048
61	Arya S	1998-01-10	MUT15EE012
62	Aishwarya Ravi	1997-07-29	NCE15CS006
63	Sruthi P	1997-11-16	NCE15CS072
64	Taniya Vincentk	1997-08-07	SHR15CS107
65	Vishnu Santhosh	1996-03-05	SHR15CS112
66	Vishnu Govind P R	1998-03-25	SHR15CS111
67	Angelica P A	1997-06-03	SHR15EC013
68	Ann Mariyajoy	1998-04-15	SHR15EC020
69	Anna Shobi	1997-08-15	SHR15EC021
70	Ranjini Pnair	1997-10-10	SCM15CS082
71	Rebecca Joshua	1997-06-07	SCM15CS084
72	Ajmala Nazreenk.S.	1995-07-13	SCM17CSCY02
73	Aswathy Mohanan	1997-07-11	SCM15EC018
74	Joseph Antonyjoji	1997-09-17	TKM15CS033
75	Amal Sathyan	1997-03-24	TKM15EC012
76	Anjana K	1996-09-17	TKM15EC017
77	Athira Ambujakshan	1997-04-13	TKM15EC036
78	Shafeeque K	1996-03-27	TKM15EE112
79	Vineetha V	1993-04-02	TKM17CSCE18
80	Cinta Sunny	1997-05-25	TOC15CS019
81	Ganjimala Praneetha	1997-06-25	TOC15CS022
82	Harikrishnan Vijayan	1997-06-06	TOC15CS025
83	Jini Sarageorge	1996-12-27	TOC15CS027
84	Sarga V K	1997-05-14	TOC15CS050
85	Sreelakshmi Rnair	1996-07-07	TOC15CS054
86	Winu Kavanal	1996-11-03	TOC15CS061
87	Sanjay R	1996-06-11	TOC15EE034
88	Blessy Babu	1996-08-16	TOC15EC021
89	Nisha Maryphilip	1997-03-29	TOC15EC048
90	Saranya Kvarma	1998-01-23	TOC15EC057
91	Muhammed Arafaz Vm Muhammedarafaz	1997-01-20	toc15ee023
92	Nelson Thomas	1996-06-01	TOC15IT024

B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Mechanical Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
M.Tech./M.E.	Computer Science and Information Security
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
M.Tech./M.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Computer Science & Engineering
B.Tech/B.E.	Electrical Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Communication Engineering
B.Tech/B.E.	Electronics and Electrical Engineering
B.Tech/B.E.	Information Technology

[illegible]

05-Jul-2019

Dear Ajmala Nazreen K S,
M.Tech./M.E., Computer Science and Information Security
SCMS School of Engineering and Technology



Candidate ID – 12726252

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Ajmal Nazreen K S	Designation:	Programmer Analyst Trainee
--------------	-------------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

08-Jul-2019

Dear Aswathy A,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 13477429

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Aswathy A	Designation:	Programmer Analyst Trainee
--------------	-----------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

05-Jul-2019

Dear Ranjini P Nair,
B.Tech/B.E., Computer Science & Engineering
SCMS SCHOOL OF ENGINEERING & TECHNOLOGY



Candidate ID – 13119081

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Ranjini P Nair	Designation:	Programmer Analyst Trainee
--------------	----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

05-Jul-2019

Dear Rebecca Joshua,
B.Tech/B.E., Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID – 13119082

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Rebecca Joshua	Designation:	Programmer Analyst Trainee
--------------	----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

05-Jul-2019

Dear Aswathy Mohanan,
B.Tech/B.E., Electronics and Communication Engineering
SCMS School of Technology and Management



Candidate ID – 13127972

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Aswathy Mohanan	Designation:	Programmer Analyst Trainee
--------------	-----------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
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	Gratuity		5,005
	Annual Total Remuneration		338,005

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- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
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- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
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pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



sset last name <sset@scmsgroup.org>

Fwd: Bosch Internship

4 messages

Varun Jose <cr.rajagiri@gmail.com>

To: SSET <sset@scmsgroup.org>

Cc: Placement Cell - RSET <pc.rajagiri@gmail.com>

Greetings from Rajagiri !!!

Bosch Internship Interview

Date : 17-05-2019 (Friday)

Reporting Time - 08:30 AM

Reporting Venue - Gallery Hall,

Rajagiri School of Engineering & Technology
Rajagiri Valley P.O , Kakkanad, Kochi. 682039

College id card is mandatory

Kindly carry all your relevant documents and passport size photos.

The below students cleared the online test for Bosch Internship

Candidate Id	Full Name	Primary Email	Mobile	10th Percentage	12th Percentage	College (Final Degree)
2023867	KIRAN A K	kiranak111@gmail.com	7736693949	83.00%	79.00%	SCMSSET Ernakulam - SCMS School of Engineering
2023871	MUHAMMAD FAYIZ N K	nkmfayiz@gmail.com	8089506667	86.00%	89.00%	SCMSSET Ernakulam - SCMS School of Engineering
2023857	MAHESWARI K S	maheswarisreenathan@gmail.com	9447597092	100.00%	86.00%	SCMSSET Ernakulam - SCMS School of Engineering
2023863	MANJU DAVIS	manjudavis5991@gmail.com	9447820651	90.00%	79.00%	SCMSSET Ernakulam - SCMS School of Engineering
2023870	HENNA V H	hennahaneef27@gmail.com	9744294611	93.00%	86.00%	SCMSSET Ernakulam - SCMS School of Engineering
2023872	VISHNUJITHA K H	vishnujithakh@gmail.com	8086696298	97.00%	85.00%	SCMSSET Ernakulam - SCMS School of Engineering
2023874	ALINA KOLLANNUR	alinaallu333@gmail.com	8547922600	95.00%	95.00%	SCMSSET Ernakulam - SCMS School of Engineering
2023875	VEENADEVI M R	veenadevimr@gmail.com	9656097980	100.00%	96.00%	SCMSSET Ernakulam - SCMS School of Engineering

Kindly inform.

Thanks & Regards

VARUN JOSE

Placement Executive

Rajagiri School of Engineering & Technology

Rajagiri Valley P.O , Kakkanad, Kochi. 682039

Mob: +91 9048104959

Ph : +91 484, 2660999 - Extension - 313

Fax : +94 484 2426241

WLL : 0484 2660888

www.rajagiritech.ac.in/Home/Placement

SSET <sset@scmsgroup.org>

Wed, May 8, 2019 at 12:43 PM

To: kiranak111@gmail.com, nkmfayiz@gmail.com, maheswarisreenathan@gmail.com, manjudavis5991@gmail.com, hennahaneef27@gmail.com, vishnujithakh@gmail.com, alinaallu333@gmail.com, veenadevimr@gmail.com

Dear Students,

Congrats for the Bosch shortlist.

Regards,

Dr. Varun G Menon

Associate Professor-Computer Science Engineering

Corporate Relations and International Collaborations-in charge

SCMS School of Engineering and Technology

Karukutty, Ernakulam, Kerala, India - 683 582

Office: +91-484-2882900 Mob: +91-8714504684

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, May 8, 2019 at 12:44 PM

To: Saira Joseph <saira_joseph@scmsgroup.org>, deepab@scmsgroup.org, mahesh@scmsgroup.org, VENU P <venu@scmsgroup.org>

FYI.

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Wed, May 8, 2019 at 12:51 PM

To: Varun Menon G <varunmenon@scmsgroup.org>

FYI.

----- Forwarded message -----

From: Varun Jose <cr.rajagiri@gmail.com>

Date: Wed, May 8, 2019 at 12:08 PM

Subject: Fwd: Bosch Internship

To: SSET <sset@scmsgroup.org>

[Quoted text hidden]

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Bosch M.Tech Internship results

9 messages

Varun Jose <cr.rajagiri@gmail.com>

Thu

To: Placement Cell - RSET <pc.rajagiri@gmail.com>

Cc: CUSAT PLACEMENT CELL <cusat.p@gmail.com>, placement@cet.ac.in, Placement Cell FISAT <placements@fisat.ac.in>, Bejoy EC FISAT <bejoyvarghese@fisat.ac.in>, rajesh@josephmathew@mec.ac.in, placement@rit.ac.in, SSET <sset@scmsgroup.org>, placement@tistcochin.edu.in

Hi,

Greetings from Rajagiri Placement Cell !!!

Bosch M.Tech Internship results

The below list of students cleared the interview for Bosch Internship, they will receive the offer soon.

Candidate Id	Full Name	Mobile	College (Final Degree)		Degree (Final Degree)	Brar
2023912	ANJU DELEEP	9656133576	Cochin University of Science and Technology - Kochi - Kerala	Kerala	M. Tech	VLSI 8
2023898	FATHIMA K A	6238090693	Cochin University of Science and Technology - Kochi - Kerala	Kerala	M. Tech	Electror
2027781	S Aswathy	8547256751	College Of Engineering, Trivandrum	Kerala	M. Tech	Electror
430472	Arun Shankar M	9400392238	College Of Engineering, Trivandrum	Kerala	M. Tech	Elect
2024688	Alen J Avaran	9497319636	College Of Engineering, Trivandrum	Kerala	M. Tech	Robot
2027772	Akhila Naz K A	7025084884	College Of Engineering, Trivandrum	Kerala	M. Tech	Electror
2027775	Visakh E	9633248993	College Of Engineering, Trivandrum	Kerala	M. Tech	Electror
2024681	Lakshmy V	8606507942	College Of Engineering, Trivandrum	Kerala	M. Tech	Electror
2023859	VINISHA V V	9061637517	FISAT - Federal Institute Of Science And Technology - Ernakulam	Kerala	M. Tech	Pc
2024635	Rinny Babu	8547988724	MEC Kochi - Model Engineering College ,Kochi	Kerala	M. Tech	VLSI 8
2024630	Aswathy Rajan	8129782742	MEC Kochi - Model Engineering College ,Kochi	Kerala	M. Tech	VLSI 8
2024633	Nancy Layana Manuvel	7994416848	MEC Kochi - Model Engineering College ,Kochi	Kerala	M. Tech	VLSI 8
2040376	SAUMYA L P	8129445294	NIELIT	Kerala	M. Tech	Ele
2040398	Mohit Kumar Jaiswal	9716966367	NIELIT	Kerala	M. Tech	Electror
2040356	Kiran Pradeep	9400930588	NIELIT	Kerala	M. Tech	Em
2040370	GUNJI VIJAYA	7995761697	NIELIT	Kerala	M. Tech	Electror
2040383	DONA MARIA JAMES	9497667247	NIELIT	Kerala	M. Tech	Em
2040414	APARNA C M	8086302851	NIELIT	Kerala	M. Tech	Em
2040385	LAKSHMI G	9495184719	NIELIT	Kerala	M. Tech	Em
2040372	HARIHARAN K	8248593185	NIELIT	Kerala	M. Tech	Electroni
840802	Reshma Kunjumon	8547614282	RIT Kottayam - Rajiv Gandhi Institute of Technology - Kottayam	Kerala	M.Tech	Electror
2023874	ALINA KOLLANNUR	8547922600	SCMSSET Ernakulam - SCMS School of Engineering and Technology - Ernakulam	Kerala	M. Tech	VLSI 8
2023847	Hridya	8281035669	TIST - Toc H Institute Of Science & Technology	Kerala	M.Tech	VLSI Desig

Thanks & Regards

VARUN JOSE

Placement Executive

Rajagiri School of Engineering & Technology

Rajagiri Valley P.O , Kakkanad, Kochi. 682039

Mob: +91 9048104959

Ph: +91 484, 2660999 - Extension - 313

Fax: +94 484 2426241

WLL: 0484 2660888

www.rajagiritech.ac.in/Home/Placement

SSET <sset@scmsgroup.org>

Thu, May 23, 2019 at 3:21 PM

To: Saira Joseph <saira_joseph@scmsgroup.org>, mahesh@scmsgroup.org, Vinod P <vinodp@scmsgroup.org>

Cc: Varun Menon G <varunmenon@scmsgroup.org>

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, May 27, 2019 at 3:19 PM

To: anandhi@scmsgroup.org

----- Forwarded message -----

From: Varun Jose <cr.rajagiri@gmail.com>

Date: Thu, May 23, 2019 at 12:36 PM

Subject: Bosch M.Tech Internship results

To: Placement Cell - RSET <pc.rajagiri@gmail.com>

[Quoted text hidden]

[Quoted text hidden]

Varun Jose <cr.rajagiri@gmail.com>

Tue, May 28, 2019 at 8:24 AM

To: Placement Cell - RSET <pc.rajagiri@gmail.com>

Cc: CUSAT PLACEMENT CELL <cusat.p@gmail.com>, placement@cet.ac.in, Placement Cell FISAT <placements@fisat.ac.in>, Bejoy EC FISAT <bejoyvarghese@fisat.ac.in>, rajesh@josephmathew@mec.ac.in, josephmathew@mec.ac.in, placement@rit.ac.in, SSET <sset@scmsgroup.org>, placement@tistcochin.edu.in

Hi ,

Greetings from rajagiri

Kindly mention on which date they can join for internship (Bosch) and upto when they can be there:

11/8/21, 11:31 AM

SCMS Group of Institutions Mail - Bosch M.Tech Internship results

Joining date :
Last date for Internship :

Kindly send the details by today itself.
Thanks & Regards

VARUN JOSE
Placement Executive
Rajagiri School of Engineering & Technology
Rajagiri Valley P.O , Kakkanad, Kochi. 682039
Mob: +91 9048104959
Ph : +91 484, 2660999 - Extension - 313
Fax : +94 484 2426241
WLL : 0484 2660888
www.rajagiritech.ac.in/Home/Placement

----- Forwarded message -----
From: **Varun Jose** <cr.rajagiri@gmail.com>
Date: Thu, May 23, 2019 at 12:35 PM

SSET <sset@scmsgroup.org>
To: alinaallu333@gmail.com

Tue, May 28, 2019 at 8:59 AM

----- Forwarded message -----
From: **Varun Jose** <cr.rajagiri@gmail.com>
Date: Tue, May 28, 2019 at 8:25 AM
Subject: Fwd: Bosch M.Tech Internship results
To: SSET <sset@scmsgroup.org>

Hi ,

Greetings from rajagiri

Kindly mention on which date they can join for internship (Bosch) and upto when they can be there:

Joining date :
Last date for Internship :

Kindly send the details by today itself.

Thanks & Regards

VARUN JOSE
Placement Executive
Rajagiri School of Engineering & Technology
Rajagiri Valley P.O , Kakkanad, Kochi. 682039
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: anandhi@scmsgroup.org, vrinda@scmsgroup.org, Saira Joseph <saira_joseph@scmsgroup.org>

Tue, May 28, 2019 at 9:02 AM

FYI.
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Varun Menon G <varunmenon@scmsgroup.org>

Tue, May 28, 2019 at 9:07 AM

FYI.
[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Varun Jose <cr.rajagiri@gmail.com>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Tue, May 28, 2019 at 10:42 AM

Sir,

Thanks for the mail. As per the same, I am forwarding herewith the required details of our candidate, Ms. Alina Kollannur for your kind reference.

Joining date : **15th July 2019**
Last date for Internship : **31st May 2020** (if internship is for a period of ten months)

Kindly intimate further details of joining.

Thanks and Regards,

Dr. Varun G Menon
Associate Professor-Computer Science Engineering
Corporate Relations and International Collaborations-in charge
SCMS School of Engineering and Technology
Karukutty, Ernakulam, Kerala, India - 683 582
Office: +91-484-2882900 Mob: +91-8714504684
[Quoted text hidden]

Varun Jose <cr.rajagiri@gmail.com>
To: SSET <sset@scmsgroup.org>
Cc: Varun Menon G <varunmenon@scmsgroup.org>

Tue, May 28, 2019 at 12:24 PM

Thank you for the information.
Thanks & Regards

VARUN JOSE
Placement Executive

11/8/21, 11:31 AM

SCMS Group of Institutions Mail - Bosch M.Tech Internship results

Rajagiri School of Engineering & Technology
Rajagiri Valley P.O , Kakkanad, Kochi. 682039

Mob: +91 9048104959

Ph : +91 484, 2660999 - Extension - 313

Fax : +94 484 2426241

WLL : 0484 2660888

www.rajagiritech.ac.in/Home/Placement

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Bosch - M.Tech SHortlisted

3 messages

Varun Jose <cr.rajagiri@gmail.com>
To: Placement Cell - RSET <pc.rajagiri@gmail.com>
Bcc: sset@scmsgroup.org

Mon, Jul 9, 2018 at 3:37 PM

Dear Sir,

Attaching the list of shortlisted students for Bosch Internship.

Bosch Final Interview

Date & Time : 13th Jul'18 : 9 AM to 6 PM
Venue : Rajagiri College of Engineering and Technology

Thanks & Regards

VARUN JOSE
Placement Executive
Rajagiri School of Engineering & Technology
Rajagiri Valley P.O , Kakkanad, Kochi. 682039
Mob: +91 7907361644, 9048104959
Ph : +91 484, 2660999 - Extension - 313
Fax : +94 484 2426241
WLL : 0484 2660888
www.rajagiritech.ac.in/Home/Placement

 **Bosch Shortlisted candidates.xls**
24K

SSET <sset@scmsgroup.org>
To: ananthujv2013@gmail.com, anjaliva7294@gmail.com
Cc: Saira Joseph <saira_joseph@scmsgroup.org>, anandhi@scmsgroup.org

Mon, Jul 9, 2018 at 3:49 PM

[Quoted text hidden]

 **Bosch Shortlisted candidates.xls**
24K

SSET <sset@scmsgroup.org>
To: Gisma George <gismacg@gmail.com>

Mon, Jul 9, 2018 at 3:50 PM

----- Forwarded message -----
From: **Varun Jose** <cr.rajagiri@gmail.com>
Date: Mon, Jul 9, 2018 at 3:37 PM
Subject: Bosch - M.Tech SHortlisted
To: Placement Cell - RSET <pc.rajagiri@gmail.com>

[Quoted text hidden]

 **Bosch Shortlisted candidates.xls**
24K



sset last name <sset@scmsgroup.org>

Fwd: Bosch Joining Date - 6th Jan 2020 - Coimbatore

1 message

ananthu jv <ananthujv2013@gmail.com>
To: SSET <sset@scmsgroup.org>

Mon, Dec 30, 2019 at 11:48 AM

----- Forwarded message -----

From: **ananthu jv** <ananthujv2013@gmail.com>
Date: Fri, 27 Dec, 2019, 10:14 AM
Subject: Re: Bosch Joining Date - 6th Jan 2020 - Coimbatore
To: Mubina Khatoon A (GS/HRS22-IN) <MubinaKhatoon.Anwaralikhan@in.bosch.com>

I accept the offer.

On Fri, 27 Dec, 2019, 10:04 AM Mubina Khatoon A (GS/HRS22-IN), <MubinaKhatoon.Anwaralikhan@in.bosch.com> wrote:

Dear Candidate,

Hope this mail finds you in good spirit & health.

We had shared the Hard/Soft copy of offer letter with you and received acknowledgement on acceptance of the same.

Please be informed that your joining date is confirmed to be **6th Jan 2020** and your joining location is **Coimbatore****Date & Time of joining** :- 6th Jan 2020 (Monday), 8.30 AM**Location of Joining** :- Coimbatore**Venue to report** : - Robert Bosch Engineering and Business Solutions Private Limited, CHIL SEZ, Keeranatham , Saravanampatti, Coimbatore, Tamilnadu – 641 035.**Contact Person** :- Mr. Sathish B

PS:1) You are already allotted to a department based on various parameters like : Engg Branch, Scoring in Online test, Project requirement, Technical & HR assessment. **(No changes in the department are encouraged/allowed, at most care is taken in allocation to projects which is related to your area of specialization in engineering)**

2) Outstation candidates to make PG/Temporary accommodation arrangements by themselves.

3) As a compulsion and order from Govt. Keep the following documents ready which need to be submitted on the DOJ : PAN card photocopy, Cancelled bank Cheque leaf where you hold an account in your name.

4) Other documents to be brought on DOJ: One set of zip file copy from first steps tool; ID proof (**Aadhar Card is compulsory**/Voter's ID) all in Originals & 3sets of photocopies. (Originals documents will be returned on the same day after verification from the on boarding team at Bosch), Blood Group Certificate, Eye test certificate from a registered Ophthalmologist.

5) Postponement of on boarding is not possible as the allocation is done based on business requirement

6) Please note that this offer is valid provided that you satisfy the eligibility criteria which was communicated during campus recruitment, i.e. aggregate of 70% in 10th, 12th and Engineering aggregate degree with history of **NO** backlogs.

7) **BE/B Tech/M Tech fresher's who has completed internship at RBEI are required to get the internship completion certificate/clearance certificate as well.**

Regards

Mubina A Khan
HRS-IN



**BOSCH**

*** Personal and Confidential ***

Ms. Anjali V A
Vettuvellil Madhom,
Nayarambalam PO,
Ernakulam,
Kerala - 682 509

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC02316
www.bosch-india-software.com

Our reference: RBEI/HRL/2019/2062

Date: 15.11.2019

Dear Ms. Anjali V A,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at RBEI at "Level 50" as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of your joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs. 550000/-** (Rupees Five Lakh Fifty Thousand Only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2020 (payable in April-2021)- at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month

3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.

3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.

**BOSCH**

4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance:

4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years).

4.2 Personal Accident Insurance - for self only

4.3 Life Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year, depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the Annexure III.

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.

10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness


This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the Annexure II appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.



17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited
Mahikkanddan K E
Senior Manager
(Human Resources)
Bharath Kakaiah
Senior HR Officer
(Human Resources)



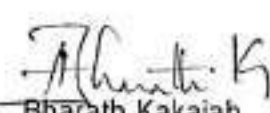
I agree and accept the above terms and conditions and confirm that I will join duty on 01-01-2020

Anjali V A
Name

Anjali
Signature

20-11-2019
Date

Annexure I

Personal and Confidential			
			15.11.2019
Compensation & Benefits Plan			
Name:	Ms. Anjali V A		
Qualification:	ME/M Tech		
Designation:	Associate Software Engineer		
Level:	50		
Components		Per Month	Per Annum
		Rs.	Rs.
Cash Components			
Basic Salary		15000	180000
Buffet of Benefits (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)		24324	291892
Total		39324	471892
Retirals / Statutory Contribution			
Company Contribution towards Provident Fund (12% of Basic Salary)		1800	21600
Gratuity (4.81% of Basic Salary)**		722	8658
Total Retirals / Statutory Contribution		2522	30258
Variable Pay			
Company Performance related Pay - CPrP at factor EAV 1.0 company achievement			47850
Total Cost to Company		41846	550000
National Pension System (NPS) Optional - Company Contribution			14994
<div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 100px;"> <div style="text-align: center;">  Manikandan K E Senior Manager (Human Resource) </div> <div style="text-align: center;">  Anjali </div> <div style="text-align: center;">  Bharath Kakaiah Senior HR Officer (Human Resource) </div> </div>			

* The aforementioned perquisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act 1972

**BOSCH**

*** Personal and Confidential ***

Mr. Ananthu J V
SCMS School of Engineering & Technology

Our reference: RBEI/HRL/2019/1849

Date: 03.07.2019

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Dear Ananthu J V,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as 'Associate Software Engineer' at RBEI at "Level 50" as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of your joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be Rs. 5,50,000/- (Rupees Five Lakhs and fifty thousand only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2019 (payable in April-2020)- at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to Annexure I to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

- 3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month
- 3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
- 3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.



BOSCH

4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance:

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4.3 Life Insurance - for self only

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Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year, depending on performance during the year.

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This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

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You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

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You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

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10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.

**BOSCH**

10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

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This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

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To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited


Manikkanddan K E
Senior Manager
(Human Resources)
Bharath Kakaiah
Senior HR Officer
(Human Resources)



I agree and accept the above terms and conditions and confirm that I will join duty on _____

Name

Signature

Date

Annexure I

Personal and Confidential		
03.07.2019		
Compensation and Benefits Plan		
Name:	Mr. Ananthu J V	
Qualification:	M.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15000	180000
Buffet of Benefits (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	24324	291892
Total	39324	471892
Retirals / Statutory Contribution		
Company Contribution towards PF (12% of Basic Salary)	1800	21600
Gratuity (4.81% of Basic Salary)**	722	8658
Total	2522	30258
Variable Pay		
Company Performance related Pay - CPrP at factor EAV 1.0 company achievement		47850
Total Cost to Company	41846	550000
National Pension System (NPS) Optional - Employer Contribution		14994
<div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;">  Mahikkanddan K E Senior Manager (Human Resources) </div> <div style="text-align: center;">  Bharath Kakaiah Senior HR Officer (Human Resources) </div> </div>		

* The aforementioned perquisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act 1972

2017-18



HRD/3T/18-19/12051844

Ms. Vidya Vijayan
Candidate ID: 12051844
Vykat House,
Desom Po Aluva
Ernakulam - 683102
Kerala
India
Ph: (91) 88910 47916

May 17, 2018

Dear Vidya,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0251
F 91 80 2852 0352
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.05.17 16:51:59 +05.30
Reason: Offer Letter
Location: Bangalore

2534

Infosys[®]



HRD/3T/18-19/12535514

Mr. Sreedhar S
Candidate ID: 12535514
Sruthi
Kesari College Road
Kerala
North Paravoor - 683513
India
Ph: (91) 94977 95047

August 20, 2018

Dear Sreedhar,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0382
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.08.20 10:20:05 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/18-19/12052237

Ms. Mary Rithu K P
Candidate ID: 12052237
Kalloor House,
Koonammavu P.O
Ernakulam - 683518
Kerala
India
Ph: (91) 82816 49006

May 11, 2018

Dear Mary,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1961PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T: 91 80 2852 0291
F: 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.05.11 15:10:08 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/18-19/12052230

me
Ms. Shivananjini-M R
Candidate ID: 12052230
S.K.V Nivas,
T.K Thara Koduvayur P.O
Palakkad - 678501
Kerala
India
Ph: (91) 85473 52107

May 11, 2018

Dear Shivananjini,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T: 91 80 2852 0261
F: 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.05.25 17:46:44 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/18-19/12052135

Mr. Anand A.
Candidate ID: 12052135
Swathy,
Vavvakkavu P.O, Karunagappally
Kollam - 690528
Kerala
India
Ph: (91) 96566 91119

May 11, 2018

Dear Anand,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0281
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.05.11 15:10:04 +05:30
Reason: Offer Letter
Location: Bangalore



sset last name <sset@scmsgroup.org>

Offer letter from Infosys Limited of 37 selected Candidates

Fri, May 11, 2018 at 2:57 PM

SSET <sset@scmsgroup.org>
 To: Prajaith ch <prajaitth.c@gmail.com>, jezim jalal <jezimjalal@gmail.com>, sandhra ms <sandhrams165@gmail.com>, Sangeetha Nair <sangeethanair796@gmail.com>, Vishnu Sankar <vishnusankar839@gmail.com>, A Anand <a.anand.91119@gmail.com>, Aswin Wilson <aswinantonywilson@gmail.com>, CIBIN SIMON <cibinmathewsimon@gmail.com>, lakshmi radha <lakshmiradha.shrirudhram@gmail.com>, Rithu Paul K <rithumarya05@gmail.com>, Vidya Vijayan <vidyavijayan54@gmail.com>, Abhishek Saseendran <abhishek.saseendran9@gmail.com>, Anju V <anjuvamadevan9@gmail.com>, Blessy John <blessy.bliss121@gmail.com>, Chandni Ks <chandnikomath@gmail.com>, Keerthi Mohanan <keerthiem95@gmail.com>, Riya Rajeev <riyarajeev1997@gmail.com>, sck1996@hotmail.com, vanair458@gmail.com, AmAlJiTh JaYaN <amaljiythjayan143@gmail.com>, Cyriac Shaji <cyriacshaji11@gmail.com>, Govind S <govinds95@gmail.com>, harishchakiath@gmail.com, Reno Kuriakose <reno61095@gmail.com>, APPU SASEENDRAN <appucsasi@gmail.com>, Ashith ka <ashithkanil@gmail.com>, somathul@gmail.com, Achuth Devidas <achuthdevidas@gmail.com>, hari sankar <sankarbhaihello@gmail.com>, Hriday Poduval <hriduval96@gmail.com>, Kasyap PadmKumar <kasyap657@gmail.com>, kiran thomas <kiranthomas5@gmail.com>, Nissam Abdulla <nissamibnukalam@gmail.com>, Pranav Prem <pranavvellila@gmail.com>, santhra.krishnanp@gmail.com, SUREJ KRISHNA J PRABHU <surejkrishna96@gmail.com>, varun das <varun.cr278@gmail.com>

----- Forwarded message -----

From: Sonu Jose <sonu.jose@infosys.com>

Date: Fri, May 11, 2018 at 2:34 PM

Subject: RE: Request for offer letter from SSET of 37 selected Candidates

To: SSET <sset@scmsgroup.org>

Dear Prof. Sahadevan,

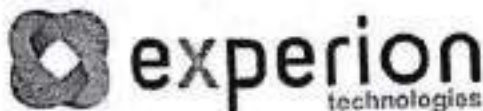
Good afternoon. Greetings !

We have started the onboarding process for our 2018 batch campus hires and as always, we are onboarding them in batches. The **students will get receive their offer letters to their registered mail IDs, one month prior to their date of joining.**

Regards,
 Sonu Jose

INFOSYS PLACED STUDENTS (2018 BATCH)**SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY**

Sl no.	Name of the student	Branch
1	Prajaith C	Automobile Engineering
2	Jezim N J	Civil Engineering
3	Sandhra M S	Civil Engineering
4	Sangeetha Nair	Civil Engineering
5	Vishnu Sankar S	Civil Engineering
6	A Anand	Computer Science Engineering
7	Aswin Antony Wilson	Computer Science Engineering
8	Cibin Mathew Simon	Computer Science Engineering
9	Mary Rithu K P	Computer Science Engineering
10	Shivaranjini R M	Computer Science Engineering
11	Vidya Vijayan	Computer Science Engineering
12	Abhishek Saseendran	Elec. & Comm. Engg
13	Anju V	Elec. & Comm. Engg
14	Blessy John George	Elec. & Comm. Engg
15	Chandni K S	Elec. & Comm. Engg
16	Keerthi E M	Elec. & Comm. Engg
17	Riya Rajeev	Elec. & Comm. Engg
18	Steffi Kavalakat	Elec. & Comm. Engg
19	Vaishnav S	Elec. & Comm. Engg
20	Amaljith Jayan	Electrical & Electronics Engg
21	Cyniac Shaji	Electrical & Electronics Engg
22	Govind S Chempapathy	Electrical & Electronics Engg
23	Harish C	Electrical & Electronics Engg
24	Reno Kuriakose	Electrical & Electronics Engg
25	Appus C S	Mechanical Engineering
26	Ashith K A	Mechanical Engineering
27	Athul Som	Mechanical Engineering
28	Devidas Achuth	Mechanical Engineering
29	Harisankar S Menon	Mechanical Engineering
30	Hriday Satish Poduval	Mechanical Engineering
31	Kasyap Padmakumar	Mechanical Engineering
32	Kiran Thomas	Mechanical Engineering
33	Nissam Abdulla	Mechanical Engineering
34	Pranav P	Mechanical Engineering
35	Santhra Krishnan P	Mechanical Engineering
36	Surej Krishna J Prabhu	Mechanical Engineering
37	Varun Das	Mechanical Engineering



Conditional Offer Letter

06 December 2017

Ranjani Parameswaran

B-5, Me Haven Apartments,

Dutt Compound, Thalkulangara Road,

Mankavu PO, Calicut - 673007

Dear Ranjani,

Further to the interview you had with us, we are pleased to make a conditional offer letter informing you about the Technical Training Program organized by Experion Technologies.

The Employment Letter for the position of **Associate Software Engineer** will be issued once you submit the soft copy of the certificates of all qualifying examinations and successful completion of the three-month training program organized by the Company.

The tentative date of initiation of the Technical Training Program will be in the first week of September, 2018. Experion reserves the right to change the start date of the Technical Training Program as per the project demands.

The terms and conditions governing you are given below:

1. Your eligibility to avail the Employment Letter is subject to
 - a) Securing a certificate of completion as declared by your Institution/ University with minimum 65% on an aggregate and without any back logs.
 - b) Successful completion of the three-month Technical Training Program organized by the Company.
2. Remuneration: Your Cost to Company on joining Experion will be **Rs.300,000/- (Rupees Three Lakhs only) per annum.**
3. Posting: Your posting will be either at our Trivandrum or Cochin office based on our project demands at the time of joining the Company.
4. Probation Period: On successful completion of the training period, you will be placed on probation for a period of 6 (six) months as '**Associate Software Engineer**'. The management will evaluate your performance during the probation period, and in case your performance is not up to the desired level, the period may be extended further. On successful completion of your initial or



Date: 04-Sep-18

Nithiya Davis
SCMS School of Engineering and Technology, Ernakulam

Appointment Offer: Software Engineer

Dear Nithiya Davis,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkannad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

You are requested to report at the office of the company situated at 5th Floor, Carnival Infopark-Phase 2, Infopark Campus, Kusumagiri PO, Kakkannad, Kochi, Kerala-682030 on **14-Sep-2018 at 9.30 AM**.

IBS Software Private Limited

Head Office: 921 - 524 & N34 | Technopark Campus | Trivandrum 695581 | Kerala | India | Phone: +91 471 6614200 | Fax: +91 471 2700071 | www.ibsplc.com
CIN: U72200KL20141100316458



Date: 04-Jan-18

Mangalasseri

Aleena Aliar

SCMS School of Engineering and Technology, Palissery

Appointment Offer: Software Engineer

Dear Aleena Aliar,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Services Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated to you after June 2018.



Date: 04-Jan-18

Joffin Joy
SCMS School of Engineering and Technology, Palissery

Appointment Offer: Software Engineer

Dear Joffin Joy,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Services Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated to you after June 2018.

IBS Software Services Private Limited



Date: 04-Jan-18

Akshay Sivadas
SCMS School of Engineering and Technology, Palissery

Appointment Offer: Software Engineer

Dear Akshay Sivadas,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Services Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated to you after June 2018.

IBS Software Services Private Limited



Date: 04-Jan-18

Arun Sree P S
SCMS School of Engineering and Technology, Palissery

Appointment Offer: Software Engineer

Dear Arun Sree P S,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Services Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated to you after June 2018.

IBS Software Services Private Limited



Anu Kaimal <anuskaimal@ieee.org>

Offer - WeP Solutions Ltd

Sushritha Katti - Mysore - Retail Business Unit - HR <Sushritha.Katti@wepindia.com> Tue, Jan 30, 2018 at 10:52 AM
To: "anuskaimal@ieee.org" <anuskaimal@ieee.org>
Cc: Parthiswari KS - Bangalore -HR <Parthiswari.ks@wepsol.in>, George Joseph <georgejoseph@scmsgroup.org>

Dear Anu S Kaimal,

Welcome to WeP Solutions Ltd. *

With reference to your application and subsequent test and interview, we are pleased to inform you that you have been selected in the company on the following terms and conditions.

We are glad to have you with us and look forward to a long and mutually rewarding association.

Date of Appointment

We have pleasure in appointing you at **WeP Solutions Ltd** as **Management Trainee**. Your date of appointment will be communicated to you shortly.

After successful completion of training period, you will be given an Appointment Letter. Details of your joining will be communicated.

Probation Period

You will be on **probation for a period of six months** from the date of joining. The company reserves the right to extend the probation for a **further period of six months**. At the end of the probation period, subject to your satisfactory performance, your services will be confirmed in writing. During probation, your employment may be terminated by either party with 30 days' notice in writing or payment of 30 days salary in lieu of notice.

Salary during Training Period

During the training period of 2 months, you will be entitled to fixed stipend of **Rs 12,000/-** per month.

After the successful completion of training period and being found medically fit, if you are found suitable by the company, you will be confirmed in your appointment on a salary (CTC) of **Rs 3,60,000/- PA**.

If you for any reason whatsoever decide to exit from the company **before one year starting from the date of your appointment** the training cost will be recovered from you. If you are not found suitable for the post, your appointment might get terminated at the discretion of the company and in case of such termination you will have no right or claim against the company.

Accepted the offer with thanks,
Anu

In accordance to acceptance of the offer letter you agree to the below term and condition.

1. The location of posting can be anywhere across India.
2. The Job Profile can be anything as per company requirement.
3. You can be placed in any subsidiary of WeP Solutions Ltd.
4. During the Training period you wouldn't be allowed to take leaves, however under special cases leave will be granted after discussion.
5. Periodic tests would be conducted and you are required to pass each test with minimum 70%, failing which candidate will not be inducted in WeP.

On the date of your joining, you may please bring along the following:

1. Proof of age
2. Copies of Educational Certificates (Till date)
3. Copies of professional Certificates (if any)
4. Relieving certificate from the previous employer (if any)
5. 5 passport size photographs
6. **PAN Card**, Voters ID, Passport (If not applied, please get it done before joining for opening the Salary Bank Account)
7. Aadhar card (aadhar no is mandatory for joining)

This offer will become invalid should you fail in the final examination of your current stream of studies. Upon production of your final year's Marks Card, and a certificate evidencing the same, you will be separately intimated the date by which you have to report for duty.

As a mark of your acceptance, please sign copy of this offer letter / Revert to the mail within 2 days of receipt of the offer letter.

WeP does not recruit smokers and hence you need to commit not to smoke during your tenure with WeP.

We wish you the very best in your career with us.

Regards,

Sushritha Katti

8792303424

Dr. S. Katti
Anu S Katti
30/01/2018



Arjun ps <arjunps22896@gmail.com>

Offer - WeP Solutions Ltd

1 message

Sushritha Katti - Mysore - Retail Business Unit - HR <Sushritha.Katti@wepindia.com> Tue, Jan 30, 2018 at 10:52 AM
To: "arjunps22896@gmail.com" <arjunps22896@gmail.com>
Cc: Parthiswari KS - Bangalore -HR <Parthiswari.ks@wepsol.in>, George Joseph <georgejoseph@scmsgroup.org>

Dear Arjun,

Welcome to WeP Solutions Ltd.

With reference to your application and subsequent test and interview, we are pleased to inform you that you have been selected in the company on the following terms and conditions.

We are glad to have you with us and look forward to a long and mutually rewarding association.

Date of Appointment

We have pleasure in appointing you at **WeP Solutions Ltd** as **Management Trainee**. Your date of appointment will be communicated to you shortly.

After successful completion of training period, you will be given an Appointment Letter. Details of your joining will be communicated.

Probation Period

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Accepted the offer with thanks
[Signature]

In accordance to acceptance of the offer letter you agree to the below term and condition.

1. The location of posting can be anywhere across India.
2. The Job Profile can be anything as per company requirement.
3. You can be placed in any subsidiary of WeP Solutions Ltd.
4. During the Training period you wouldn't be allowed to take leaves, however under special cases leave will be granted after discussion.
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3. Copies of professional Certificates (if any)
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5. 5 passport size photographs
6. **PAN Card**, Voters ID, Passport (if not applied, please get it done before joining for opening the Salary Bank Account)
7. Aadhar card (aadhar no is mandatory for joining)

This offer will become invalid should you fail in the final examination of your current stream of studies. Upon production of your final year's Marks Card, and a certificate evidencing the same, you will be separately intimated the date by which you have to report for duty.

As a mark of your acceptance, please sign copy of this offer letter / Revert to the mail within 2 days of receipt of the offer letter.

WeP does not recruit smokers and hence you need to commit not to smoke during your tenure with WeP.

We wish you the very best in your career with us.

Regards,
Sushritha Katti
8792303424


Arjun P.S.
30/01/2018

入社承諾書

Entry Acceptance

June 28, 2018

株式会社オネスト 代表取締役 石碕修二様

Dear President of HONEST Co.,LTD. Shuji Ishizaki

Address

Name

Sign

私は、貴社の雇用条件に同意し、入社を承諾し、就業することを誓約します。

I accept your job offer and agree to join your company and pledge to work.

入社後は諸規則を遵守し社業の一層の発展のため、誠実、勤勉に職務に精励することを誓います。

After joining the company I pledge to work hardly with good faith and I pledge to diligence for further develop the business in compliances with all law.

June 28, 2018

To Mr. ARUN SEN NEDUMPARAMBIL

アルン・セン・ネドゥンパランビル様

From President of HONEST Co.,LTD. Shuji Ishizaki

株式会社オネスト 代表取締役 石碕修二

Job Offer Letter

内定通知書

We Notice you about your conditions for employment below.

貴殿の雇用条件を以下に通知いたします。

- | | |
|------------------------|--|
| 1. Interim Hiring date | 2018 September 1st. |
| 暫定入社日 | 2018 年 9 月 1 日 |
| 2. Employment Pattern | Limited Term Staff |
| 雇用形態 | 有期社員 |
| 3. Hiring Period | 6 months. We will consider whether hiring as regular employment or continue hiring as limited term staff when the contract is renewed. |
| 雇用期限 | 6 ヶ月間。契約更新の際に正規雇用するか有期雇用を継続するかを検討する。 |
| 4. Position | Trainee |
| 所属 | 研修生 |
| 5. Contents of duties | You have to take a Japanese classes and a business training for at least 6 months. You need to pay the charge of the Japanese classes. |
| 業務内容 | After 6 months develop the software under the senior engineer.
日本語の授業および業務研修を最低 6 カ月間受ける。日本語の授業の費用は自己負担。
その後、先輩エンジニアの下でのソフトウェア開発を行う。 |
| 6. Work Location | Main Office(4-23-50 Agenogi, Matsue-city, Shimane, Japan) |
| 勤務地 | 本社 (日本島根県松江市上乃木 4-23-5) |
| 7. Working Hours | 8:40AM to 5:30PM (Lunch time : 50min.) |
| 勤務時間 | 始業 8 : 40～終業 17 : 30 (休憩時間 : 50 分) |
| 8. Overtime work | There is sometimes. |
| 所定時間外労働 | させることがある。 |

- | | |
|------------------------------|---|
| 9. Beginning salary
初任給 | 130000 JPY.
See also "A sample of Living Expense in Matsue."
¥130,000
松江市での生活費サンプルもご覧ください。 |
| 10. Hiring Bonuses
支度金 | We will pay 200000 JPY for hiring bonuses.
入社支度金として¥200,000 をお支払いいたします。 |
| 11. Revise of salary
給与改定 | <u>We reconsider the salary from IT skills and Japanese business talking skills.</u> If we find out that you got it then we would change the salary up to 201000JPY in a month.
<u>日本語のビジネス会話スキルおよびITスキルから給与は再考します。</u> 十分な技術が習得できたと判断できた場合、最大月額 201,000 円まで改定します。 |

A sample of Living Expense in Matsue

松江市での生活費サンプル

Residence 住居費	30000JPY
Meal 食費	27000 JPY
Utilities (Heat, Light and Water)水道光熱費	10000 JPY
Incidental (detergent , paper, etc.)生活雑費	5000 JPY
Communication(Phone, Web)通信費	8000 JPY
Clothes 衣服代	5000 JPY
Homecoming once a year 年一回帰省費用	15000 JPY/month (180000JPY/year)
Discretionary Reserve 予備費	10000 JPY
Social Insurance etc.社会保険料など	20000 JPY
<hr/>	
Total 合計	130000 JPY

12. 住居
residence

We will prepare your residence at surrounding the office. You have to share that residence by two people and you need to pay the monthly rental fee by two people would be about 60000JPY for a month. (about 30000JPY each person)

Please know about there are House Rental Initial Costs in Japan, which are Deposit and Key Money and Agent Fee. The company is going to pay these all of initial costs except monthly rental fee.

Please understand about that outlines.

Deposit (Shikikin): Shikikin is a deposit for repair due to deterioration over time. Two months rents charges is normal.

Key Money (Reikin): This is a thanks to the owner for allowing rental of their home. Two months rents charges is normal.

Agent fee (Chukaite suryo): This is a service fee of house agent. One month rents charge is normal.

会社の付近にアパートをご用意する予定です。アパートは二人で共用頂きます。また 6 万円程度の家賃を二人でご負担頂きます。(一人 3 万円程度)

日本には、敷金、礼金、仲介手数料からなる賃貸契約の初期費用がありますのでご承知おきください。これらの月額家賃以外の初期費用を全て社長が負担しますので概要について理解しておいてください。

敷金：経時劣化等による補修費用をあらかじめ支払うものです。一般的に家賃の 2 か月分を支払います。

礼金：家主への賃貸提供の恩赦として支払います。一般的に家賃の 2 か月分を支払います。

仲介手数料：家主との賃貸契約を仲介する不動産会社に対して支払います。家賃の一ヵ月程度が一般的です。

13. Holidays
休日

Follow to the company calendar

会社カレンダーに従う

14. Absence
休暇

You are not able to take a absent in 6 months. After 6 month, follow to the company rule.

6 ヶ月間は休暇取得は不可。6 ヶ月経過後は社の規定に従う。

15. Insurance
保険

Japan has a social insurance system for everybody residing in Japan (not only Japanese but also foreign residence must). From these insurance you can get some generous supports. So Please understand about Social Security System in Japan. We describe the outline below.

日本には国内在住者（日本人だけでなく外国人も）に課せられた社会保険制度があります。これにより手厚いサポートを受けることが可能ですので、日本の社会保障制度について理解しておいてください。以下に概略を記載します。

Employees' Health Insurance

健康保険

The companies in Japan and its employees must enroll this insurance. You can get the medical care benefit from this insurance when you injure or get sick.

国内の法人とその従業員はこの保険への加入が義務付けられています。病気やケガの際に、この保険から医療給付を受けられます。

Employees' Pension Insurance

厚生年金保険

The companies in Japan and its employees must enroll this pension. After your retirement or when you leave from Japan, you can get this pension.

国内の法人とその従業員はこの年金への加入が義務付けられています。退職後または日本を離れる際にこの年金が支払われます。

Employment Insurance

雇用保険

Every employees in Japan must enroll this insurance. If the company go bankrupt or you are fired this insurance is going to pay your salary for a several months instead of the company.

日本の被雇用者はこの年金への加入が義務付けられています。もし会社が倒産した場合、または解雇された場合にこの保険が会社によって数か月間給与を支払います。

Work Injuries Insurance

労働災害保険

This insurance is compulsory of Japanese employer by law. this

insurance is paid you if you are injured during the working time and so on.

国内法人の従業員はこの年金への加入が義務付けられています。就業中のケガ等にかかった場合に支払われます。

16. Identity guarantors
保証人

For contract of employment, You have to introduce us two identity guarantors (Surety) by submit a separate Fidelity Bond. These identity guarantors are going to have a liability for damage of company if you would have a scandal or a damage to the company. Because of that these identity guarantors must be a wealthy.

雇用契約を締結するにあたり、別紙の身元保証書をご提出頂き 2名の身元保証人を立てて頂きます。この身元保証人には、万が一、貴殿が不祥事や損害を生じた場合に対して賠償を訴えることとなります。そのため、経済力の無い方は対象となりません。

17. Pay Day
給与支給日

Every 25th (The wage of Previous 21st to this 20th)

毎 2 5 日（前 2 1 日～ 2 0 日の給与）

18. Religious Activity
宗教活動

Faith of religion is free, but you cannot practice missionary work or worship during work hours.

信仰は自由ですが就業時間内の布教活動や礼拝はできません。

19. Others
その他

Following to the company rules.

会社就業規則による

June 28, 2018

To Mr. AKSHAY PASHNATH SURESH

アクシャイ・パシュナス・スレシュ様

From President of HONEST Co.,LTD. Shuji Ishizaki

株式会社オネスト 代表取締役 石碕修二

Job Offer Letter

内定通知書

We Notice you about your conditions for employment below.

貴殿の雇用条件を以下に通知いたします。

- | | |
|------------------------|---|
| 1. Interim Hiring date | 2018 September 1st. |
| 暫定入社日 | 2018 年 9 月 1 日 |
| 2. Employment Pattern | Limited Term Staff |
| 雇用形態 | 有期社員 |
| 3. Hiring Period | 6 months. We will consider whether hiring as regular employment or continue hiring as limited term staff when the contract is renewed. |
| 雇用期限 | 6 ヶ月間。契約更新の際に正規雇用するか有期雇用を継続するかを検討する。 |
| 4. Position | Trainee |
| 所属 | 研修生 |
| 5. Contents of duties | You have to take a Japanese classes and a business training for at least 6 months. You need to pay the charge of the Japanese classes. After 6 months develop the software under the senior engineer. |
| 業務内容 | 日本語の授業および業務研修を最低 6 カ月間受ける。日本語の授業の費用は自己負担。
その後、先輩エンジニアの下でのソフトウェア開発を行う。 |
| 6. Work Location | Main Office(4-23-50 Agenogi, Matsue-city, Shimane, Japan) |
| 勤務地 | 本社 (日本島根県松江市上乃木 4-23-5) |
| 7. Working Hours | 8:40AM to 5:30PM (Lunch time : 50min.) |
| 勤務時間 | 始業 8:40 ~ 終業 17:30 (休憩時間 : 50 分) |
| 8. Overtime work | There is sometimes. |
| 所定時間外労働 | させることがある。 |

- | | |
|------------------------------|---|
| 9. Beginning salary
初任給 | 130000 JPY.
See also "A sample of Living Expense in Matsue."
¥130,000
松江市での生活費サンプルもご覧ください。 |
| 10. Hiring Bonuses
支度金 | We will pay 200000 JPY for hiring bonuses.
入社支度金として¥200,000 をお支払いいたします。 |
| 11. Revise of salary
給与改定 | <u>We reconsider the salary from IT skills and Japanese business talking skills.</u> If we find out that you got it then we would change the salary up to 201000JPY in a month.
<u>日本語のビジネス会話スキルおよびITスキルから給与は再考します。</u> 十分な技術が習得できたと判断できた場合、最大月額 201,000 円まで改定します。 |

A sample of Living Expense in Matsue

松江市での生活費サンプル

Residence 住居費	30000JPY	
Meal 食費	27000 JPY	
Utilities (Heat, Light and Water)水道光熱費	10000 JPY	
Incidental (detergent, paper, etc.)生活雑費	5000 JPY	
Communication(Phone, Web)通信費	8000 JPY	
Clothes 衣服代	5000 JPY	
Homecoming once a year 年一回帰省費用	15000 JPY/month	(180000JPY/year)
Discretionary Reserve 予備費	10000 JPY	
Social Insurance etc.社会保険料など	20000 JPY	
Total 合計		130000 JPY



asset last name <asset@scmsgroup.org>

SCMS School of Engineering and Technology-Congratulations to the Selected Candidates

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>

To: "asset@scmsgroup.org" <asset@scmsgroup.org>

Cc: Siliya Thankachen <Siliya.Thankachen@sutherlandglobal.com>

Dear Mr.R.Sahadevan,

Greetings from Sutherland!!

It was indeed a pleasure being in your institution for Campus Hiring. I'm hereby mentioning the detail who have cleared Non Voice rounds of interviews & has been shortlisted as a "Co-Congratulations to the below Candidates,

S.No	Department	Domain	First Name	Last Name	PHONE	Alternative Number	Email	DOB	Fathers name
1	B.tech	CSE	Chippy	Jerome	9539311311	8592609797	chippyjerome263@gmail.com	26-Mar-96	Jerome Ben
2	B.tech	CSE	Hanna	Ibrahim	9895729772	9447344729	hanna.ibrahim@gmail.com	17-Jan-96	Ibrahim
3	B.tech	CSE	Divya	M	8745176081	9447202315	divyamurug0212@gmail.com	2-Dec-98	Muralidhara Pa
4	B.tech	EEE	Karthik	V Nair	9497412557	8281653857	karthikvairgespes@gmail.com	11-Mar-96	K Viswanath
5	B.tech	EEE	Vishnu	KS	9037979249	9447820779	vvishnu4497@gmail.com	4-Apr-97	Sudhakar
6	B.tech	Automobile	Naveen	Radhakrishnan	8891477317	9605471101	navneeradhakrishnan6@gmail.com	9-Apr-96	Radhakrishna
7	B.tech	CSE	Srihar	Krishnan	8594027670		srhar0008@gmail.com	9-Aug-96	Krishnan
8	B.tech	ECE	Lihu	George	8281900094	9446741894	litugeorge@gmail.com	4-Nov-95	George The
9	B.tech	ECE	Nandini	Prakash	9446504206	9446334206	nandini36@gmail.com	10-Jul-96	Prakash B.
10	B.tech	ECE	Arjun	K Menon	8281566003	9447914995	arjunmenon2266@gmail.com	22-May-96	M K Menon
11	B.tech	CSE	Rose Mary	Baby	9447183219	7593952717	rosemarybaby@gmail.com	21-Mar-95	Baby Jose
12	B.tech	ME	Gokul	R	8921676836	9446836521	gokul007@gmail.com	5-Apr-95	Radhakrish

The Provisional offer letter for the Candidate would reach your institution within the next few days.

Regards,


Stephen Rajan
HR-Campus Team
Chennai
044-42297634

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sset last name <sset@scmsgroup.org>

SUPPORT SAGE selected students from SCMS

Midhun VS <midhun@bagyourjob.com>

Wed, Mar 7, 2018 at 5:06 PM

To: SSET <sset@scmsgroup.org>

Cc: Indu Nair <indunair@scmsgroup.org>, "Dr. Praveensal C.J." <praveensal@scmsgroup.org>

Hi Sahadevan,

Here is the final results from SUPPORT SAGE and they are selected 2 students from your campus

- Antony Leons
- Joji Thomas ✓

So The date of joining for the selected students will be based on their course completion. The candidates will receive a follow up mail from our HR department and they are requested to acknowledge the mail confirming that they is ready to join the company.

Regards,

Midhun V Sankar
CEO & Co-founder
Mob: +91 9995448343(whatsapp)
UAE : 971 564527858

Bagyourjob.com
Kerala Technology Innovation Zone
Kinfra Hi-Tech Park, Kalamassery
Cochin, India 683503

Sent with Mailtrack

sset last name <sset@scmsgroup.org>

Selected candidates List for Technical Interview

Princy <princy@coralme.com>

Wed, Mar 7, 2018 at 4:42 PM

To: SSET <sset@scmsgroup.org>, r_sahadevan@hotmail.com

Dear sir,

Please see the attachment for the final list.

Thanks & Regards

Princy Shibu



Post Box: 233356

Tel: +971 4 2679010


Fax: +971 4 2678010

www.coralme.com

princy@coralme.com

Dubai - United Arab Emirates

[Quoted text hidden]

 **Final List SCMS.xlsx**
28K

CBS CAMPUS INTERVIEW FINAL SELECTION

1	SCMS002	ALBIN SIMON
✓ 2	SCMS005	ATHUL P SABU
3	SCMS001	LAVINA ANTONY

Welcome Letter

Dear Ms. Lavina

Greetings from Coral!!!

We are all really excited to welcome you to our team! As agreed, your start date is Friday 1st June 2018. We are expecting you to be in our office by 9 am.

At Coral Business Solutions, we care about giving our employees everything they need to perform their best. As you will soon see, we have prepared your workstation with all necessary equipment. You are requested to bring along with copies of your qualifying certificates, Id proof and a passport size photo.

If you have any questions prior to your arrival, please feel free to email or call me and we will be more than happy to help you.

We are looking forward to working with you and seeing you achieve great things!

For Coral Business Solutions



Best regards,

Princy Shibu
HR Manager
Mob: 9745230228

Welcome Letter

Dear Mr. Albin

Greetings from Coral!!!

We are all really excited to welcome you to our team! As agreed, your start date is Friday 1st June 2018. We are expecting you to be in our office by 9 am.

At Coral Business Solutions, we care about giving our employees everything they need to perform their best. As you will soon see, we have prepared your workstation with all necessary equipment. You are requested to bring along with copies of your qualifying certificates, Id proof and a passport size photo.

If you have any questions prior to your arrival, please feel free to email or call me and we will be more than happy to help you.

We are looking forward to working with you and seeing you achieve great things!

For Coral Business Solutions



Best regards,

Princy Shibu
HR Manager
Mob: 9745230228

EMPLOYMENT AGREEMENT

This AGREEMENT, entered into this 1st day of July 2018, between **Coral Business Solutions** and **Ms. Lavina Antony**

Coral Business Solutions is a company duly incorporated under the laws of Kerala Municipal act situated at Coral Tower, Govt. Hospital Junction, Aluva, Kochi, India – 683 101 hereinafter referred as 'Company' in this agreement.

Ms. Lavina Antony, Aadhar Number, XXXX House, XXXXX P O, XXXXXX District, Place – 682 666 is an engineer who agreed to work in the Company as a 'Software Engineer' hereinafter referred as 'Employee' in this agreement.

WITNESSETH THAT:

WHEREAS, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company;

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Employee as follows:

1. Position; Employment Period

The Company hereby employs the Employee as **Software Engineer**, with effect from 1st July 2018 and the Employee hereby agrees to serve in the company as a software engineer for the period of two (2) years from **1st July 2018** and ending date as per 'Amendment and Termination' (section 8) in this agreement. The employee hereby agrees that he/she clearly understood the nature of the work and other working conditions of the employer during the training period and shall deliver same or better performance during the employment period. This employment is offering to the employee on the basis of six (6) months training period conducted by the employer and the subsequent evaluation (Section 3) during the training period.

2. Performance of Duties

The Employee agrees that during the Employment Period he shall devote his full business time to the business affairs of the Company and shall perform his duties faithfully and efficiently subject to the direction of the Managing Director of the Company.

If the employee performance is not as per the company Standard, the company will issue maximum of two (2) reminder notice to the employee in writing. In case if the employee performance could not make substantial improvements during the reminder period, company will issue a termination notice of 1 month stating the reason and those notice will be considered as 'Performance Issue'.

3. Evaluation

The training period for the employee is designed for six months which will enable the employee to perform his duties of the employment. As the employee is joining as a fresh engineering candidate, it is necessary that employee needs to undergo with the training programme and to familiar with the unique software and techniques which are essential for the employment. The cost of these training shall not charge to employee in the case of his successful completion of this agreement. The company is investing lot of effort, time and resources to provide this training to the employee in order to qualify for the employment.

There will be a continuous assessment for an employee during his evaluation to ensure his performance and technical fitness for the employment. The evaluations are mainly divided into 3; first month, third month and sixth month respectively. In the case of any disqualification during the evaluation, the employee will be terminated from his employment as per the clause 'Immature Termination' (Section 9-D) of this agreement and his stipend mentioned in 'Compensation' (Section 4) will be forfeited as follows;

- a. **First month evaluation** ; he/she will not be paid any stipend during that month
- b. **Third month evaluation** ; he/she will not be paid the stipend of the third month
- c. **Six month evaluation** ; he/she should refund an amount of 60% of the gross stipend received from the company

4. Compensation

During the period of the evaluation, the employee will be eligible for a stipend of **Rs.7,500** from the company strictly as per the terms of the evaluation under section 3. The stipend may increase during the evaluation as per the recommendation from the evaluators of training department.

The employee shall be eligible for a monthly salary after his successful completion of his six (6) months training. The revisions of the salary and the bonus shall be the discretion of the company and the employee does not have any right to claim more salary or any other benefits other than the agreed in this agreement. Following are the details of the salary of the employee;

- (a) He/she shall receive an annual salary, payable monthly an amount which shall initially be **Rs.1,80,000/-**per annum (One Lakh Eighty thousand only) subject to such increases as may from time to time be determined by the Company. An employees' 60% of salary will be considered as salary paid and 40% will be considered as day to day expense amount.
- (b) He/she shall be entitled to holidays and leaves per year as per CBS HR Policy after the successful completion six (6) months training.
- (c) He/she shall be entitled to such other perquisites as may be customarily granted by the Company to employees of similar rank and position.

5. Competing Businesses

During the period of his employment under this Agreement, the Employee shall not be employed by or otherwise engage in or be interested in any business in competition with the Company, or with any of its subsidiaries or affiliates.

6. Confidentiality

During and after the Employment Period, the Employee will not divulge or appropriate to his own use or to the use of others, in competition with the Company, any secret or confidential information or knowledge pertaining to the business of the Company, or of any of its subsidiaries, obtained by him in any way while he was employed by the Company or by any of its subsidiaries.

7. Remedies

If at any time the Employee violates to a material extent any of the covenants or agreements set forth in sections 2, 5 and 6, the Company shall have the right to terminate as 'Immature termination' (Section 9) and all of its obligations to make further payments under this Agreement. The Employee acknowledges that the Company would be irreparably injured by a violation of sections 2, 5 and 6 and agrees that the Company shall be entitled to an injunction restraining the Employee from any actual or threatened breach of section 2, 5 and 6 or to any other appropriate equitable remedy without any bond or other security being required.

8. Amendment and Termination

This Agreement may be amended or cancelled by mutual agreement of the parties without the consent of any other person and, so long as the Employee lives, no person, other than the parties hereto, shall have any rights under or interest in this Agreement or the subject matter hereof. The Employment Period shall maturely terminate as of the earliest of:

- (a) 30/06/2020;
- (b) The last day of the month in which the date of the Employee's death occurs; or the date on which the Company gives notice to the Employee if such termination is for Cause or Disability.

[For purposes of this Agreement, "Cause" means the Employee's gross misconduct resulting in material damage to the Company or willful and material breach of this Agreement and the term "Disability" means a physical or mental disability which renders the Employee incapable of performing his duties under this Agreement and which disability has existed for at least 3 months, as determined by an independent physician selected by the Company and agreed to by the Employee.]

9. Immature Termination

The termination of this agreement due to any reason other than the reasons mentioned in section 8, shall be considered as "Immature Termination".

- (a) The last date of the termination notice which the Company gives to the Employee in connection with 'Performance Issue' as mentioned in Section 2.
- (b) The last date of the termination notice which the Company gives to the Employee in connection with 'Disciplinary actions' as mentioned in Section 5, 6.
- (c) The last date of the termination notice which the Company gives to the Employee in connection with 'Absconding'.

- (d) The last date of the termination notice which the Company gives to the Employee in connection with 'Evaluation' as mentioned in Section 3.
- (e) The last date of the termination notice which company issue to the employee due to business related issues.

10. Notices

Any notice required or permitted to be given under this Agreement shall be sufficient if in writing and if sent by registered mail to the Company at its principal executive offices or to the Employee at the last address filed by him in writing with the Company, as the case may be.

11. Non-Assignment

The interests of the Employee under this Agreement are not subject to the claims of his creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

12. Successors

This Agreement shall be binding upon, and inure to the benefit of, the Company and its successors and assigns and upon any person acquiring, whether by merger, consolidation, purchase of assets or otherwise, all or substantially all of the Company's assets and business.

13. Applicable Law

The provisions of this Agreement shall be construed in accordance with the laws of the Jurisdictions, Kerala, India.

All the litigation by and against the firm will only arise within the territorial jurisdiction Courts in Ernakulum District.

14. Counterparts

The Agreement may be executed in two or more counterparts, any one of which shall be deemed the original without reference to the others

15. Surety

As part of the surety of this agreement, employee have to deposit their qualifying certificate with the employer with a bank cheque worth **Rs.2,00,000** (Rupees Two Lakhs only) on 1st July 2018. Employee's guardian will be the surety of this agreement for the penalty payment.

The surety collected by the employer as part of this agreement will be returned back to the employee after the successful completion of the agreement or after the settlement of the penalty collection.

16. Penalties

During the employment, the employee will be entering to a compulsory employment period of two (2) years. During the employment period, the employee is not allowed to break the agreement before the maturity date and in case of any immature termination as per section 9(a) to 9(d), employer has the right to charge a penalty amount as per the date of termination of this agreement. The penalty amount shall not be more than the surety bank cheque amount. In any case, if the employee could not make the settlement with the employer, employer has the right to realize the bank cheque collected as the surety. In case if the surety bank cheque dishonored by the respective bank, the employer has the right to collect the surety money from the employee's surety person. All the disputes of this penalties will be settled by the arbitrator appointed by the court.

IN WITNESS WHEREOF, the Employee has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

Ms. Lavina Antony
[Employee]

Adress :

Aadhar Number :

Mobile Number :

Email :

[Employee's Surety Person]

Adress :

Aadhar Number :

Mobile Number :

Email :

By: Mrs. Princy Shibu
HR Manager
M/S Coral Business Solutions

sset last name <sset@scmsgroup.org>

Webandcrafts-Updates on DOJ

Sobha Antoo <hr@webandcrafts.com>

Thu, May 17, 2018 at 3:20 PM

To: SSET <sset@scmsgroup.org>

Cc: Jilu Joseph <jilu@webandcrafts.com>, Abin Jose Tom <abin@webandcrafts.com>, Midhun VS <midhun@bagyourjob.com>

Dear Placement officer,

Greetings from Webandcrafts.

We hope the University exams of our candidates will come to an end by tomorrow. Please be informed that the tentative date of joining us will be on **2nd July 2018, Monday** for the below-mentioned students:

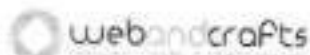
1. Antony Leons
2. Akash Nandi
3. Fredin Thomas
4. Aswathi K
5. Sreedhar. S
6. Sreehari K ✓

We will provide them the syllabus to be studied and prepared before joining us in a short while. Also, we will send the Job Offer Letter to the candidates 1 week prior to the date of joining.

We will let you know in prior if there are any further changes in the date of joining.

Kindly feel free to contact us for any queries.

Thanks & Regards,
Sobha Antoo
HR Associate
+918943743845



Sobha Antoo

P: +91-480 2733999

Webandcrafts Office: +91-4802733999
Infopark Thiruvur, Kerala, India. PIN 686 308



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JOB OFFER LETTER

To,

Antony Leons
Kangappadan House
Menachery Nagar,
Nellikunnu P.O
Thrissur - 680005

25th June 2018

Dear Mr. Antony,

With reference to the discussions we had with you, we are pleased to appoint you as Junior Developer in Webandcrafts. Your employment will be effective as of 2nd July 2018.

Your total monthly compensation inclusive of all benefits will be Rs. 8,000 (CTC) for the first 2 months and will have an increment to Rs.10,000 (CTC) based on your performance inclusive of all benefits. The amount will be subject to deduction of Provident Fund in accordance with the prevailing laws.

Your appointment will be governed by the terms and conditions of employment. You will also be governed by the other rules and regulations in vogue and those that may change from time to time.

Please note that this Offer Letter is subject to, fulfillment of the following conditions to you,

- a. Prior to or immediately upon joining the services of the company, execution of an Employment Agreement governing the terms and conditions of your employment with the company.
- b. Prior to joining the services of the company, execution of an indemnity bond/ Service Agreement confirming that you would serve the Company for a period of Twelve (12) months effective from your date of joining.
- c. Submission of address proof (Permanent Address) within 2 weeks after joined the organization.

We look forward to your joining us. Please do not hesitate to contact at info@webandcrafts.com for information you may need.

Yours Sincerely,
For Webandcrafts,
Sobha Antoo
HR Associate

I accept the offer as outlined above.

(Name)

(Sign)

(Date)



sset last name <sset@scmsgroup.org>

PerfectFit Systems Pvt Ltd :Recruitment Drive

8 messages

Midhun P <support@perfitfashion.com>
 To: sset@scmsgroup.org
 Cc: Eobin George <eobin@perfitfashion.com>

Fri, Dec 29, 2017 at 6:51 PM

Dear Candidate,

Greetings from **PerfectFit Systems**. We are a Virtual reality Research and Development firm based out of the Maker Village - IIIT MK, and we are looking for talented and passionate programmers for our Cochin and Bangalore offices.

As a part of our hiring procedure for the year 2018, we would like to recruit students from your prestigious institution. Kindly ask the interested students to fill the following [form](#) before 8th January, 2018. The dates for the drive shall be discussed later. The details of the position are given below.

- **Position** : **Software Developer**
- **Job Location** : **Cochin/Bangalore**
- **Eligible Branches** : **CSE**
- **Skill Set** : **SQL, Python, C++, C#, C, Algebra and Geometry**
- **Pay Package** : **3-5 LPA**
- **Weblink** : <http://perfit.today/careers>

Midhun P <support@perfitfashion.com>
 To: sset@scmsgroup.org
 Cc: Eobin George <eobin@perfitfashion.com>

Fri, Dec 29, 2017 at 7:31 PM

Dear Candidate,

Greetings from **PerfectFit Systems**. We are a Virtual reality Research and Development firm based out of the Maker Village - IIIT MK, and we are looking for talented and passionate programmers for our Cochin and Bangalore offices.

As a part of our hiring procedure for the year 2018, we would like to recruit students from your prestigious institution. Kindly ask the interested students to fill the following [form](#) before 8th January, 2018. The dates for the drive shall be discussed later. The details of the position are given below.

- **Position** : **Software Developer**
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- **Eligible Branches** : **CSE**
- **Skill Set** : **SQL, Python, C++, C#, C, Algebra and Geometry**
- **Pay Package** : **3-5 LPA**
- **Weblink** : <http://perfitfashion.com/careers/>

SSET <sset@scmsgroup.org>
 To: Midhun P <support@perfitfashion.com>
 Cc: Eobin George <eobin@perfitfashion.com>

Mon, Jan 1, 2018 at 1:06 PM

Dear Sir,

Thanks for the interest shown for the recruitment of our students. We can conduct the drive on 4th or 5th January 2018 at our campus. Kindly intimate us the details of selection process. The list of student swill be mailed at the earliest.

Regards

Prof. R Sahadevan
 Professor Placement
 SCMS School of Engineering and Technology
 Karukutty, Ernakulam

Tel: 0484 2450602
Mob: 9446312828

[Quoted text hidden]

SSET <sset@scmsgroup.org>

Mon, Jan 1, 2018 at 1:14 PM

To: Midhun P <support@perfitfashion.com>, Eobin George <eobin@perfitfashion.com>

Dear Sir,

Thanks for the interest shown for the recruitment of our students. We can conduct the drive at any mutually convenient date during January 2018 at our campus. Kindly intimate us the details of selection process. Students will fill the form before the deadline.

Regards

Prof. R Sahadevan
Professor Placement
SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450602
Mob: 9446312828

[Quoted text hidden]

Eobin George <eobin@perfitfashion.com>

Mon, Jan 1, 2018 at 3:46 PM

To: SSET <sset@scmsgroup.org>

Cc: Midhun P <support@perfitfashion.com>

Hi,

Let us start the online pre-screening process by getting the students to fill the recruitment form in the following link. When do you think you will be able to get the students to fill the form?

Recruitment Link : <http://perfitfashion.com/careers/>

Regards,

[Quoted text hidden]

--

Eobin George
Research Lead, Center For Innovation | PerfectFit Systems

p: +91-88844-88811 m: +91-72040-76371 a: 230, Mather Nagar, Cochin 682033

s: www.centerforinnovation.net

e: eobin@perfit.today



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SSET <sset@scmsgroup.org>

Tue, Mar 13, 2018 at 12:14 PM

To: Eobin George <eobin@perfitfashion.com>

Cc: Midhun P <support@perfitfashion.com>

Dear Sir,

Kindly mail us the final list of B.Tech selected students from our institution from the recruitment drive conducted by your esteemed organization.

Regards

Prof. R Sahadevan
Professor Placement

SCMS School of Engineering and Technology
Karukutty, Ernakulam
Tel: 0484 2450602
Mob: 9446312828

[Quoted text hidden]

Midhun P <support@perfitfashion.com>
To: SSET <sset@scmsgroup.org>
Cc: Eobin George <eobin@perfitfashion.com>

Wed, Mar 14, 2018 at 7:28 PM

Hi Sir,

The following candidate is selected from your institution

1. Nithiya Davis.

Regards,

--

Midhun P
Assistant Manager, Center For Innovation | PerfectFit Systems

m: +91-96330-52742 a: 230, Mather Nagar, Cochin 682033

s: www.centerforinnovation.net

e: support@perfitfashion.com



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[Quoted text hidden]

SSET <sset@scmsgroup.org>
To: Midhun P <support@perfitfashion.com>

Thu, Mar 15, 2018 at 10:36 AM

Dear Midhun,
Thanks and regards
Prod R Sahadevan
Professor Placement

[Quoted text hidden]

11th April 2018
ATT/HR/OL/18-19/006

Vishnu Bhaskaran
Anjali
Vayanasala Road
K.Kannapuram
Cherukunnu P.O
Kannur
Kerala - 670301
vishnuborn1996@gmail.com
9605571728

Dear Vishnu,

We thank you for showing interest in our organization. Pursuant to the subsequent interviews, Attinad Software Pvt. Ltd. (hereinafter referred to as "Company") is pleased to offer you the position of **Software Engineer**. You are requested to report to our corporate office at the address and date mentioned below for your initial training and induction:

Date: 02nd July 2018

Time: 9.30 am

Corporate Address: 1st Floor, Nila Building, Techno Park, Trivandrum

We trust that your knowledge, skill and experience will prove to be among our most valued assets. Your acceptance into the organization is subject to a background check as conducted by the Company. In the event that you fail to meet the criteria as set by the Company in the background check, the Company may revoke the offer without any prior notice or liability of compensation.

Compensation and Benefits

Your basic salary and other allowances will be as per **Schedule A** annexed hereto and shall be effective from the date of joining.

Medical Insurance for you and your immediate family members [spouse and kids] along with other allowances, if any, will be as per the rules of the Company from time to time. The remuneration will be subject to deductions of P.F., E.S.I.C., Income Tax and such other deductions as are applicable under the law. You shall also be entitled for Gratuity as per the provisions of the Payment of Gratuity Act, 1972 or subject to any other law in India for the time being in force. No other compensation or benefits will accrue or be demanded by you and you acknowledge the sufficiency of such consideration and benefits paid.

**SCHEDULE A
SALARY AND OTHER BENEFITS**

	<i>Monthly</i>	<i>Annual</i>
<i>Basic Salary</i>	10515	126180
<i>DA</i>	3680	44160
<i>HRA</i>	1577	18924
<i>Conveyance Allowance</i>	1600	19200
<i>PF - Employee Contribution</i>	1800	21600
<i>Other Allowance</i>	1858	22296
<i>Gross Salary</i>	21030	252360
<i>PF - Employer Contribution</i>	1800	21600
<i>Gratuity</i>	As per Statutory norms	As per Statutory norms
<i>Medical Insurance</i>	As per Company policy	As per Company policy
<i>Cost To Company (CTC)</i>	22830	273960

Medical Insurance Policy for Employee and the applicable terms and conditions:

- Employee and his/ her immediate family is insured for a sum of up to Rs.2 lakhs/ annum.
- The term "Immediate family" refers to spouse and kids, and do not include dependent parents.
- The premium, amounting to an average of Rs.4000 per employee/ family, will be completely borne by the company.
- The employee and their immediate family are covered under the policy from Day One.
- More details will be made available during on-boarding.



10th June 2019

Ms. Aswathy P Nair
Software Developer

SUB: Confirmation of Services

Dear Aswathy,

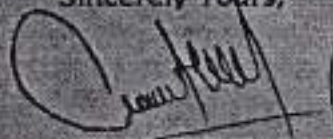
Congratulations!

It gives me immense pleasure to inform you that your service with Suyati is confirmed as **Software Developer**, with effect from 03rd June 2019.

We appreciate that you have positively contributed to the growth of our organization. We look forward to your many more years of fruitful association in jointly growing our company. Please note that the terms as stated in your offer letter or other agreements with the company shall still continue to apply.

Once again, thank you for your contributions. We look forward to continuing to provide you with a career path in alignment with the company's growth plans.

Sincerely Yours,



Vincent N.P.
Chief People Officer



SUYATI TECHNOLOGIES PRIVATE LIMITED
APPOINTMENT LETTER

To,
Ms. ATHIRA P U
PANICKANPARAASIL HOUSE AZAD ROAD, PG LANE KALOOR
ERNAKULAM
KERALA
682017

Dear Ms. ATHIRA P U

We are pleased to appoint you as Salesforce Developer - Trainee with **SUYATI TECHNOLOGIES PRIVATE LIMITED**, having Shops & Commercial Establishments Registration Number (hereinafter the "Company") in furtherance to the Offer Letter. This Letter of Appointment supersedes all other communications made to you prior to the date of issue of this letter. Your date of joining shall be effective from 03 Dec, 2018.

Brief details of the terms and conditions of the Letter of Appointment are as follows

1. Place of Work

Your place of work shall be at 2nd Floor, B-Wing, Thapasya Building, Infopark Kakkunad - Kerala Kochi 682042. However, you may be required to work anywhere in India or overseas as the Company directs as and when required, based on the exigencies of work which shall be intimated to you with prior notice.

2. Emoluments

Your Annual salary shall be INR ₹ 2,40,000.00 which shall be inclusive of all other benefits as per the Company policy and other allowances and statutory benefits as per the law in force. A detailed break up of your salary shall be issued to you as separate annexure in the Employment Agreement.

3. Probation

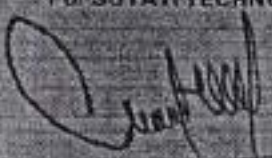
You shall be placed on probation for a period of 6 months immediately from the commencement of the employment. The Company, upon its sole discretion, may extend the period of probation or terminate you during probation on the performance basis. You shall be confirmed in writing by the Company on the successful completion of the probationary period.

4. Employment Agreement

You shall be required to sign a separate Employment Agreement and such other Agreements/Policies of the Company which will be issued to you on the date of joining. The Terms and Conditions of your employment shall be as per the Employment Agreement.

Looking forward to a long, sincere and mutually beneficial career with us...

Regards,
For **SUYATI TECHNOLOGIES PRIVATE LIMITED**


VINCENT N P
CHIEF PEOPLE OFFICER

Place: KOCHI
Date: 03 Dec, 2018

Acknowledgement

I, ATHIRA P U do hereby confirm that I have gone through the appointment letter dated 13 Dec 2018 and that I hereby acknowledge the same and accept the terms of employment herein.

Date: 03 Dec, 2018

Place: KOCHI

ATHIRA P U



Kochi, May 31, 2018

Ms. Ancy Joseph
SB, B. Tech Computer Science Engineering,
SCMS School of Engineering and Technology
Kochi

Dear Ms. Ancy,

RedBlack Software Pvt. Ltd. is pleased to offer you the position of **Database Engineer** at our Kochi office.

You will be paid a salary of **Rs. 27,000/- (Rupees Twenty Seven Thousand Only)** per month, which is equivalent to **Rs. 3,24,000** on an annual basis and subject to deductions for taxes and other withholdings as required by law or the policies of the company. RedBlack has a 5 day workweek. We provide health insurance to all our employees.

Please note that this is a formal job offer; the company will issue a regular appointment letter on your joining us. There will not be any probation period. As we discussed, we will anticipate you joining our firm on or before 02 July, 2018.

We look forward to welcoming you at our company and are confident that you will play a key role in the success of our firm.

This offer letter is valid until Monday, June 4th. Please let us know your decision via email and please confirm your join date.

For RedBlack Software Pvt. Ltd.



Roel Vlemmings
Managing Director

REDBLACK SOFTWARE PVT. LTD.

Noel Focus, 7th Floor, AB1 Division, Seaport-Airport Road,
Chittethukara, Kakkanad, Kochi - 682 037
Ph: 0484 - 2100411, M: 9605623900

Web: www.redblacksoftware.com



Kochi, April 26, 2018

Ms. Gouri Dinase
58, B. Tech Computer Science Engineering,
SCMS School of Engineering and Technology
Kochi

Dear Ms. Gouri,

RedBlack Software Pvt. Ltd. is pleased to offer you the position of **Quality Assurance Engineer** at our Kochi office.


You will be paid a salary of **Rs. 25,000/- (Rupees Twenty-Five Thousand Only)** per month, which is equivalent to **Rs. 3,00,000** on an annual basis and subject to deductions for taxes and other withholdings as required by law or the policies of the company. RedBlack has a 5 day workweek. We provide health insurance to all our employees.


Please note that this is a formal job offer; the company will issue a regular appointment letter on your joining us. There will not be any probation period. As we discussed, we will anticipate you joining our firm on or before 02 July, 2018.

We look forward to welcoming you at our company and are confident that you will play a key role in the success of our firm.

This offer letter is valid until Wednesday, May 2nd. Please let us know your decision via email and please confirm your join date.

For RedBlack Software Pvt. Ltd.


Nayana S Menon
HR





REDBLACK

CTC Breakup 2017-18			
Name of the Employee		Gouri Dinase	
Designation		Quality Assurance Engineer	
CTC	Annual	Monthly	
	300000	25,000	
CTC Break up 2017-18			
	Particulars	Monthly	Annually
I. Salary		Amt in INR	Amt in INR
1	Basic	7500	90000
2	HRA	3000	36000
3	Conveyance	1,600	19200
4	Medical Allowance	1,250	15000
5	Leave Travel Allowance	625	7500
6	Other Allowances	1,000	12000
7	Mobile and Internet Allowances	2,000	24000
8	Special Allowance	2,425	29100
9	Food Plus Card	2,000	24000
(A)	Total Salary	21,400	256,800
II. Benefits			
1	PF Employers Contribution	1,800	21,600
	PF Employee Contribution	1,800	21,600
2	ESI Employer Contribution		
(B)	Total Benefits	3,600	43,200
TOTAL - CTC = (A)+(B)		25,000	300,000

*Note: RedBlack reserves the right to revise the salary and breakup subject to the changes in company policies and tax laws.



REDBLACK SOFTWARE PVT. LTD.

7th Floor, 7th Floor, AB1 Division, Seaport/Airport Road,
Chittethukara, Kakkanad, Kochi - 682 037. Ph: +91 9020 398 698

www.redblacksoftware.com

Malayala Manorama

May 5, 2018

Ms. Neeraja Kurungattil
"Neeranjali"
Cherumukku Temple Road
Chembukkavu
Thrissur – 680 020

Dear Neeraja,

Thank you very much for meeting us.

Subsequent to the interview you had with us, we are pleased to offer you the position of **Engineer Trainee** in our Works Division at Kottayam. You will be under training for a period of one year, starting from the day you join. You will receive a monthly salary (CTC) of Rs.30,000/- (Rupees Thirty thousand only) during your training period. The break up of the salary is as given below. Please keep it confidential.

Stipend	=	Rs. 7,500/-
Special Allowance	=	Rs. 21,600/-
Provident Fund	=	Rs. 900/-

Total	=	Rs.30,000/-

Kindly join us on Monday, July 2, 2018 at 9.30 am at Kottayam.

You would be required to submit the following documents **in original** to us on the day of joining:

1. Proof of date of birth
2. Certificates of education and qualification
3. Two passport sized colour photographs
4. Relieving letter from your last company and last salary slip, if any.
5. Copy of PAN card
6. Copy of Aadhaar card

This offer is being issued to you subject to your passing the B.Tech course in the first attempt.

We look forward to having you with us and hope you will have a rewarding career with Malayala Manorama. A formal letter of appointment will be issued to you on the day you join us. Please sign a copy of this letter as a token of your acceptance and confirm your date of joining.

Regards,

Suresh Pillai
Chief General Manager, Human Resources
Malayala Manorama
Kottayam



Hello Sony M Baby,

Further to the discussions you have had with us, we are pleased to inform you that you have been selected for the role of **Project Trainee** and we would like to extend an offer of employment to you.

We would like you to join us, on or before **15-Oct-18**. Please read through the terms and conditions and acknowledge your acceptance by sending the scan of the signed letter.

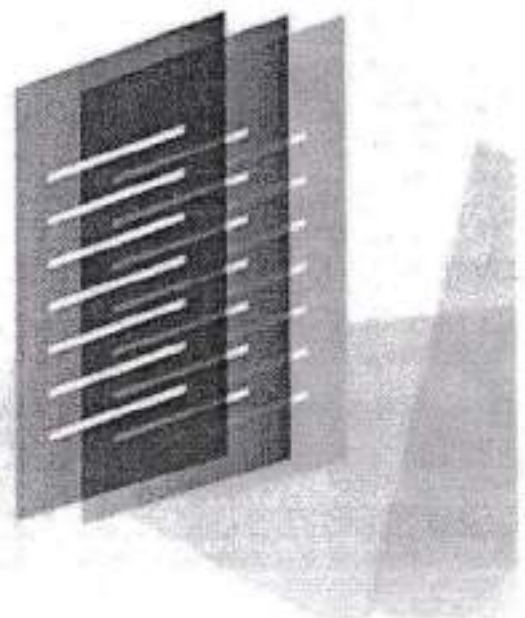
Thank you,

Alex Dass J | alex.j@tavant.com

Human Resources

Tavant Technologies | www.tavant.com

32, Grape Garden ('C' Block, Ground floor), 17th H Main Road, Koramangala VI block, Bangalore -560095.



45



Hello Minnu Mary Mathew,

Further to the discussions you have had with us, we are pleased to inform you that you have been selected for the role of **Project Trainee** and we would like to extend an offer of employment to you.

We would like you to join us, on or before **25-Jun-18**. Please read through the terms and conditions and acknowledge your acceptance by sending the scan of the signed letter.

Thank you,

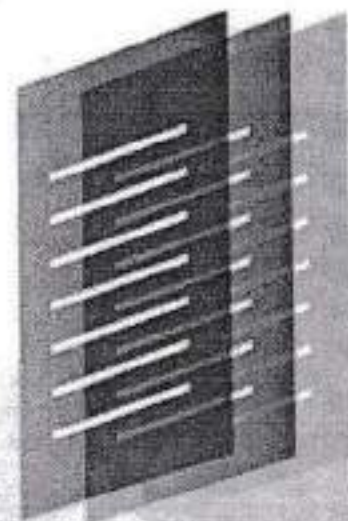
Alex Dass J | alex.j@tavant.com

Human Resources

+918904201956

Tavant Technologies | www.tavant.com

32, Grape Garden ('C' Block, Ground floor), 17th H Main Road, Koramangala VI block, Bangalore -560095.



19-Jun-18

Service Level Agreement for Project Trainee

This Agreement made this 19-Jun-18 between Tavant Technologies India Pvt. Ltd., a company incorporated under the Companies Act 1956 and having its Corporate office at CSRIE - II, # 12, Guava Garden, 5th Block, Koramangala, Bangalore 560095, India hereinafter referred to as Tavant Technologies, which term shall mean to include its divisions, affiliates and associate companies of the ONE PART and Mr. Aswin Antony Wilson residing at

PAZHUMKARAN HOUSE, KANNAMPATHUR,

CHENNAI P.O., PIN-680912

WHEREAS

A. "Tavant Technologies is desirous of obtaining professional services in the area of IT for its organization.

B. Project Trainee:

The Project Trainee has represented that her possesses specialized skill, knowledge and expertise in the field of IT.

The Company has agreed to use the Project Trainee's services on the terms and conditions hereinafter contained.

NOW THIS AGREEMENT WITNESSETH:

1. SCOPE

1.1 This agreement establishes the standard provisions that will apply to the services rendered by the Project Trainee in the area of IT for Tavant Technologies projects, which Tavant Technologies shall entrust to Project Trainee from time to time.

1.2 The service required for each project shall be defined in a Work Order, which shall set out the scope of the project, deliverables, time schedule amount payable and terms of payment to the Project Trainee.

2. TERM

This agreement is deemed to have commenced from the 25-Jun-18 and shall be in force for a period of 1 Year, i.e., 24-Jun-19 till unless terminated in accordance with the provisions contained hereinafter. This Agreement may be renewed for further period at the option of Tavant Technologies.

June 11th, 2018
Rose Mary Baby

Kureeckal Veeppattu House, Thamarachal, Kizhakkambalam Po, Ernakulam
Aluva - 682581

Subject: Employment Letter

Dear Rose Mary Baby,

We are pleased to inform that you have been selected for employment with us as Associate Consultant (AC1). Your total emoluments are Rs. 310000/- per annum, and are as described in Annexure A.

You may be assigned and/or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. This offer of employment is subject to your having passed all the examinations of the final degree at the time of joining, securing a minimum of 60% from X to highest qualification.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter. Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate the employment agreement by providing a notice period of three months, or payment of basic pay in lieu of such notice, to the other party.

Your retention in the Company's employment will be subject to your continued medical fitness. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

The Company will conduct reference checks/ background checks and drug test through a third party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. This offer is subject to your satisfactory completion of background verification. By accepting this offer, you agree to abide by all Syntel policies and procedures as well as the terms and conditions annexed hereto. Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resources ("HR") representative of Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing by an authorized HR representative of Syntel Pvt. Ltd.


You are requested to report for duties in our Chennai office, on or before June 11th, 2018.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PVT LTD,


Sujay Puthran
Global Head - Human Resources

Encl: Acceptance Copy
Annexure A
Terms and Conditions
Checklist

Offer has been accepted

Printable Format



HR/SO00023787-1-1-1/294087

July 3, 2018

Vishnu Nair
Chalakudy

Sub: Letter of Offer

Dear Vishnu,

This has reference to your discussion with our Senior Managers. We are pleased to appoint you as **Assoc. Software Developer, A1** for a fixed period of 12

months on a salary of Rs. 250,000.00 (Rupees Two Lakh Fifty Thousand) per annum. Your date of joining in US Technology International Pvt.Ltd (UST Global) will be **July 10, 2018** and work location is **Trivandrum - UST Office**.

1. Be it clearly understood and agree that the vacancy for the particular assignment has arisen due to unusual pressure of seasonal work and as such your placement is being made on contractual basis for a fixed period as stated above in accordance with the policies of this organization. Your contract will automatically come to an end on the expiry of the specified period and no notice pay or retrenchment compensation will be payable to you by the management. Since your assignment is being made for a specified period, you will neither have any right nor a lien on the job held by you. Also you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. Except one month's notice or salary in lieu of one month's notice no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the aforesaid specified and fixed period of your service. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company in lieu of the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.
2. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time. As an employee of this company you will maintain a high standard of loyalty, efficiency, integrity and will liaise with employee in the organization.
3. The management will be within its rights to transfer you for work or loan your services to any other unit/division/department where the company has an office or branch or unit or site for work either at present or may have at any time in future.
4. You will devote your whole time and attention to the interest of the company and will not engage yourself in any other work either paid or in honorary capacity.
5. Your appointment is being made on the basis of your particulars such as qualifications etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu of notice.
6. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you.
7. You will be bound by the organization's policies, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your terms of fixed term employment.
8. In case there is any change in your residential address, you will intimate the same in writing to the Personnel Department/Manager within three days from the date of such change and get such change of address recorded.

Yours Sincerely
For US Technology International Private Ltd.

Vinesh George
Sr. Manager HR

DECLARATION BY THE EMPLOYEE

I accept the offer and the terms and conditions mentioned in the aforesaid letter.

Signature of the Employee





UST/SO00036989-1-1-1/424571
February 8, 2019

Keerthana Krishnadas
Angamaly

Sub: Letter of Offer

Dear Keerthana,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to engage you on contract basis as **"Assoc. Software Developer", A1** for a fixed period of 12 months on a salary of Rs. **350,000.00 (Rupees Three Lakh Fifty Thousand)** per annum. Your date of joining in US Technology International Pvt.Ltd (UST Global) will be February 14, 2019 and work location is Trivandrum - UST Office. Please find details of the compensation and benefits you are being offered in Annexure 1.

Your engagement will be subject the following terms and conditions and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

This offer of engagement as above with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- (i) Prior to joining our employment, you have terminated your employment with current/previous employer in accordance with the terms and conditions of the said employment.
- (ii) On joining our employment, there are no continuing obligations or restrictions which you vis-à-vis any of your previous employments.
- (iii) You are not restricted, prohibited or constrained from accepting this offer of employment US Technology and that you have not, during the course of your previous employment/s any agreement/arrangement which in any way restricts/prohibits or debar you from by US Technology.
- (iv) That no amounts will be due and payable by you to your previous employer/s.
- (v) On joining our employment, that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items belonging to your previous employer/s.

July 3, 2018

Hanna Ibrahim
Malappuram

Sub: Letter of Offer

Dear Hanna,

This has reference to your discussion with our Senior Managers. We are pleased to appoint you as **Assoc. Software Developer, AI** for a fixed period of **12 months** on a salary of **Rs. 250,000.00 (Rupees Two Lakh Fifty Thousand) per annum**. Your date of joining in **U/S Technology International Pvt.Ltd (UST Global)** will be **July 10, 2018** and work location is **Trivandrum - UST Office**.

1. Be it clearly understood and agree that the vacancy for the particular assignment has arisen due to unusual pressure of seasonal work and as such your placement is being made on contractual basis for a fixed period as stated above in accordance with the policies of this organization. Your contract will automatically come to an end on the expiry of the specified period and no notice pay or retrenchment compensation will be payable to you by the management. Since your assignment is being made for a specified period, you will neither have any right nor a lien on the job held by you.

Also you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise.

Except one month's notice or salary in lieu of one month's notice no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the aforesaid specified and fixed period of your service. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company in lieu of the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

2. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time. As an employee of this company you will maintain a high standard of loyalty, efficiency, integrity and will liaise with employee in the organization.

3. The management will be within its rights to transfer you for work or loan your services to any other unit/division/department while the company has an office or branch or unit or site for work, either at present or may have at any time in future.

4. You will devote your whole time and attention to the interest of the company and will not engage yourself in any other work either paid or in honorary capacity.

5. Your appointment is being made on the basis of your particulars such as qualifications etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu of notice.

6. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you.

7. You will be bound by the organization's policies, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your terms of fixed term employment.

8. In case there is any change in your residential address, you will intimate the same in writing to the Personnel

Department/Manager within three days from the date of such change and get such change of address recorded.

Yours Sincerely
For U/S Technology International Private Ltd.



Vineth George
Sr. Manager HR

29-Aug-2018

Dear Divya N,
B.Tech, Computer Science & Engineering
SCMS School of Engineering and Technology



Candidate ID - 12218708

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com/cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bathvenda

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

19-Dec-2018

Dear Aarathi K,
B.Tech/B.E., Computer Science & Engineering
SONS School of Engineering and Technology

Candidate ID - 12761232

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.383,755/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,755/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing areas in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,


Suresh Behavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:



APPOINTMENT LETTER

July 20, 2018

Mr. Fredin Thomas
Thannimalayil House,
Malayattoor P.O
Ernakulam- 683587
Kerala

Dear **Fredin Thomas**,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifications before joining.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sanjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

7849529



ANNEXURE III
SALARY OFFER SHEET

Name : Fredin Thomas

Position : Project Engineer

Career Group: TRB - II

- a. You will be on training (classroom/on the job) for the first three months or end of training period whichever is later, from your date of joining. During the training period, you will receive a stipend of **Rs.18000** consolidated, without any other benefits. After satisfactory completion of the training you will receive your salary as given below.

COMPONENT	AMOUNT (INR)
Basic	10,667
HRA	5,334
Bonus	2,133
Wipro Benefits Plan (WBP)	4,753
Additional allowance	-
Total Fixed Cash	22,887
PF (Employer Contribution)	1,280
Gratuity	566
Total Fixed Compensation	24,733
Other Compensation Benefits	
Health benefit (Medical)	600
ESI	-
Variable Pay	
Target Variable Pay	1,334
Target Cost to Company per month	26,667
Total Cost to Company per annum	3,20,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



APPOINTMENT LETTER

November 9, 2018

Mr. Mohammed Nihal

Marackaparambil House No.4 G.C.D.A Mannam P.O.
Santhinagar Vedomara North Paravur
Ernakulam- 683520
Kerala

Dear Mohammed Nihal,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifications before joining.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Page 1

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© Ovalion Group, India

AUTH CODE : 0055CD19GJ27JU
EMPLOYEE NAME : GITTY JOSE
EMPLOYEE ID : 190601-055
JOB CODE : WFH-WD1
JOB TITLE : WEB DESIGNER

Title	Role
Web Designer	Responsible for conceptualization and design of solutions from concept to completion along with the proper input of data arranged well.
Terms and Conditions	
<ul style="list-style-type: none"> • Candidate shall work from home with flexible timing, but, upon the project requirement, he/she should be willing to work extra hours in response to project team • Candidate shall be considered as a contract employee and can end their contract with a notice period of one month from either side. • Candidate avail the same benefits of a permanent employee during his / her tenure, except the payment on monthly basis but on project basis • Project assessment and time estimate of the task should be informed to the management / representative prior to the development • Daily Update (Email) is a mandatory. • Communication channels should be open (WhatsApp / Hangout / Skype or any) upon convenience of both parties • Candidate undergo a probation period for 3 months and shall be reduced its duration upon performance excellence. • During the probation, random performance analysis will be done and shall make performance report by the management. • The repeated weaker performance report should lead to the termination of service • The intellectual properties / soft copies own by the organization should not be reproduced in any manner without proper consent from the management. 	

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**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

14-Feb-2019

Athulya Thankachan

OTTAPLACKAL HOUSE, RAJAKUMARI NORTH P O, RAJAKUMARI, IDUKKI, KERALA

9497852984

Dear Athulya,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached Terms of Employment effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% or 7.25 CGPA or more, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 9.0 (Feb 2019)

1

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.



OFFER LETTER

Mr. Sreehari K j
Tuesday, December 18, 2018

Date:

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of Trainee- Sales on following terms and conditions:

Offer Details:

Designation:	Trainee- Sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Cochin
Employment Type:	Trainee
CTC per Annum:	
• Fixed Pay:	700000 INR
• Variable Pay:	300000 INR

Reporting Details:

Date of Reporting: Monday, December 24, 2018



contact@deepcompute.com

www.deepcompute.com

#445, 2nd floor, 17th cross Road
HSR Layout, Bangalore - 560102

Employment Offer Letter

Jan 24, 2019

Dear Ann Mary,

We are pleased to offer you the position of **Associate Software Engineer** with **deepcompute Software(India) Pvt Ltd** (hereinafter referred to as deepcompute).

Your position has a start date of **Jan 31st, 2019**. deepcompute offers you a CTC of **Rs. 3.0 L** per annum. You will also receive a **joining bonus of 75,000** that vests over a period of 2 years in addition to your CTC.

Your primary job function includes, but not limited to, performing Software Development, Design and Testing and adhering to company processes and procedures. Your supervisor may choose to assign additional tasks suitable to your skills and capabilities.

deepcompute has company benefits like free lunch and beverages, health insurance, month end social etc. You are allowed 25 days per year to be used as sick or vacation days in addition to 10 standard company holidays. deepcompute management reserves its right to extend any new benefits it may to devise for its employees in the future.

deepcompute is expected to grow at a rapid rate, both in professional stature and in the size of the business. As our business matures, we will adopt the best compensation and career management practices prevalent in the industry to attract and retain talent. We believe that you will contribute much to the company, and at the same time, gain a constant learning experience and upward career path. We look forward to many years of mutually rewarding growth and success.

You will be initially employed on a probationary basis. This probation period will continue for a period of 1.5 months from the Effective Date (Probation Period). Upon completion of the Probation Period, the Company will evaluate your performance. Based on this evaluation, if the Company is not satisfied with your performance, it may, at its sole discretion, either decide to





January 30, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Fathima Lamy

We are pleased to offer you the position of Associate - Technical Engineer, in band 04G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 4, 2019. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above. On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboard@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self-photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not



IBM CONFIDENTIAL

ANNEXURE A

DATE	January 30, 2019		
NAME	Fathima Lamya	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	BANGALORE
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		152027	
2. Annual Flexible Benefit Plan (FBP)		182432	
3. Annual Reference Salary (ARS)		334459	
4. Retirals			
a) Provident Fund (PF)		18243	
b) Gratuity @ 4.8%		7297	
5. Annual Reference Salary + Retirals		360000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture.

Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



January 19, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Aiswarya P

We are pleased to offer you the position of Associate - Technical Engineer, in band 04G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e January 25, 2019. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self-photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not



TO
Mr. AKASH NANDI

INNOSTUS INC
Building no 54/1307 A,
Plot no 427/3,
Jawahar Nagar North,
Jawahar Nagar,
Kadavanthra, Cochin 682020

Letter of Offer

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and conditions discussed and agreed upon by you at the time of interview.

Designation: Business Associate

Date of Joining: 01/08/2018

On your date of joining, you are required to submit the following documents to the HR department:

1. Graduation degree
2. Proof of residence (Copy of bank statement, Pan card, Aadhar Card:-

You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

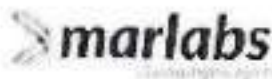
INNOSTUS INC reserves the right to terminate your services in event of any absenteeism during the Training Period.

Trainee shall ensure that INNOSTUS INC intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case trainee leaves within 21 days. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with INNOSTUS INC, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

During the training the BUSINESS ASSOCIATE will be paid on PBS Structure i.e. up to 30k depending on your performance.


HARJEET KAUR
HR/ADMIN

6352



Marlabs also reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if Marlabs becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements you will be formally appointed and inducted in to the organization.

Please indicate your acceptance of this offer by returning one copy of this offer letter with your signature affixed in the last page, within 24 hours of issue of this letter. If you do not communicate your acceptance within this time frame, this offer is liable to be withdrawn without further communication to you.

We take this opportunity to welcome you to Marlabs and we are confident that you will have a rewarding career with us.

You are requested to report at the following address by 10 AM on December 5, 2018 to ensure completion of joining formalities prior to your date of joining.

Yours truly,

for Marlabs Innovations Private Limited.,

Accepted:

Veronica Daniel

Head - Talent Acquisition



Name : BHAVITH VISHNU

Date : 02-12-2018

PRIVATE AND CONFIDENTIAL

6 November 2018

Akhil Denny
Payyappilly(House),Paduvapuram(Post Office),Panthackal,

India.

Dear Akhil Denny,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a **Software Engineer** and **Trainee** with our organisation for a period of 6 months. The gross compensation will be INR **1,00,000 (One Lakh Rupees only)** per annum.

You are required to sign a training bond and agreement for INR **1,00,000 (One Lakh Rupees only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of INR **1,00,000 (One Lakh Rupees only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 6 months in Mphasis:

- You would be moved to 'Trainee Software Engineer' in **Software Engineering**.
- Your gross compensation will be revised to INR **2,00,000 (Two Lakh Rupees only)**.
- This salary change will be effective from the subsequent month after completion of 6 months from your date of joining.

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasisian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies.

sset last name <sset@scmsgroup.org>

Recruitment of Procsys

Placement Cell FISAT <placements@fisat.ac.in>

Fri, Apr 6, 2018 at 12:51 AM

To: Placement Cell- MACE <placements@mace.ac.in>, sset last name <sset@scmsgroup.org>

Cc: Bejoy EC FISAT <bejoyvarghese@fisat.ac.in>

Dear Sir,

We are happy to inform you that the following students from your campus are offered by ProcSys. Please inform this to the students and ask them to give a confirmation if they are willing to accept the offer and join them. The offer letters will be issued only after getting the confirmation. It is very important that we get a genuine response from the students. Last time we had an issue where the offered students did not join and they had to consider blacklisting the college.

Please respond by 8th April, positively.

Software:

#	Name	College	Branch	Phone Number	Email ID
1	Nithin Abhimanue	Mar Athanasius College of Engineering	ECE	9544572312	nithinabhimanue@gmail.com
2	Rahul	SCMS College of Engineering and Technology	CSE	9961403413	rahulraghul81@gmail.com

Hardware:

#	Name	College	Branch	Phone	Email ID
1	VIVEK .K.D	MACE KOTHAMANGALAM	ECE	9562383026	vivkdinesan@gmail.com

warmest regards,

Unni Kartha G
Placement Officer
Federal Institute of Science and Technology (FISAT)
Hormis Nagar | Mookkannoor P O | Angamaly
Kerala | Pin 683577
Ph : 0484 2725 275
Mob: 098463 87772
Email: placements@fisat.ac.in | unnikartha@gmail.com

Offer-SFO Technologies

Dear Mariya,

On behalf of all of us at SFO Technologies PVT LTD , welcome you to the NeST family. We look forward to your joining us for a long and mutually beneficial relationship.

We are pleased to offer you the position of "**Trainee Software Engineer**" and your CTC details are attached with this mail. You will be on probation for six months from the date of joining.

You will diligently carry out, to the best of your ability, all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation. You will be located at **SFO Technologies Pvt Ltd, 7th floor, Lulu Cyber Tower, Infopark, Kakkanad**

As per our policy you will be required to sign a Confidentiality Agreement (NDA) on the date of your joining.

You have to join us by **2nd January 2019** .On the day of joining you will have to report by 9.30 AM.

NeST Tech Park,

8/837,Near Infopark,

Thengode P.O,

Kochi 682030

On the day of your joining, please bring the following:

- o Photocopies of certificates (for proof of age, qualifications)



Offer: Computer Consultancy
Ref: TCSL/DT20173908959/Trivandrum
Date: 08/09/2017

Mr. Sahanshah K
Karuvadan House College Stop,
Wandoor,
Malappuram-679328,
Kerala.
Tel# -

Dear Sahanshah K,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20173908959

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Infopark, Kalamangal P.O., Kochi-682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: New and Bu. Bldg, 27th Floor, Narmada Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

Vanenburg software

Offer Letter

DATE: April 2, 2018

To Cibir Mathew Simon,
Olickal house, Madayikonam. p.o
Thrissur- 680712.

Dear Cibir Mathew,

Congratulations and welcome to Vanenburg Software!!

We would like to take this opportunity to congratulate you on being selected as one of the fortunate few to join our technically advanced organisation.

With values and principles of the yesteryears and technical strengths of tomorrow, we cordially invite you to become a winning member of our dynamic organisation.

We are pleased to offer you the position of an Associate Software Engineer with Vanenburg Software (India) Private Limited, Coimbatore. Your Cost to the Company (CTC) will be Rs.5,05,654 /- (Rupees Five Lakhs Five Thousand Six Hundred and Fifty Four Only).

A detailed appointment letter will be issued on your date of joining. You are expected to join us by 18-June-2018.

Though you have been engaged for a specific position and a particular location, the company may transfer/depute/send you on training to other Vanenburg Software offices/ locations.

We eagerly look forward to work with you and are confident that your learning and contributions will help towards company growth.

Yours sincerely,

For Vanenburg Software (India) Pvt Ltd,


Saji Antony
Director

Vanenburg Software (India) Pvt Ltd., Ground Floor, West Wing, KCT Tech Park, KCT Campus, Chinnavedampatti,
Coimbatore-641049.Ph +91 422 2666031/32.CIN: U72200TZ2010FTC015851



sset last name <sset@scmsgroup.org>

Offer letter from Infosys Limited of 37 selected Candidates

Fri, May 11, 2018 at 2:57 PM

SSET <sset@scmsgroup.org>
 To: Prajaith ch <prajaiith.c@gmail.com>, jezim jalal <jezimjalal@gmail.com>, sandhra ms <sandhrams165@gmail.com>, Sangeetha Nair <sangeethanair796@gmail.com>, Vishnu Sankar <vishnusankar839@gmail.com>, A Anand <a.anand.91119@gmail.com>, Aswin Wilson <aswinantonywilson@gmail.com>, CIBIN SIMON <cibinmathewsimon@gmail.com>, lakshmi radha <lakshmiradha.shrirudhram@gmail.com>, Rithu Paul K <rithumarya05@gmail.com>, Vidya Vijayan <vidyavijayan54@gmail.com>, Abhishek Saseendran <abhishek.saseendran9@gmail.com>, Anju V <anjuvamadevan9@gmail.com>, Blessy John <blessy.bliss121@gmail.com>, Chandni Ks <chandnikomath@gmail.com>, Keerthi Mohanan <keerthiem95@gmail.com>, Riya Rajeev <riyarajeev1997@gmail.com>, sck1996@hotmail.com, vanair458@gmail.com, AmAlJiTh JaYaN <amaljiithjayan143@gmail.com>, Cyriac Shaji <cyriacshaji11@gmail.com>, Govind S <govinds95@gmail.com>, harishchakiath@gmail.com, Reno Kuriakose <reno61095@gmail.com>, APPU SASEENDRAN <appucsasi@gmail.com>, Ashith ka <ashithkanil@gmail.com>, somathul@gmail.com, Achuth Devidas <achuthdevidas@gmail.com>, hari sankar <sankarbhaihello@gmail.com>, Hriday Poduval <hriduval96@gmail.com>, Kasyap PadmKumar <kasyap657@gmail.com>, kiran thomas <kiranthomas5@gmail.com>, Nissam Abdulla <nissamibnukalam@gmail.com>, Pranav Prem <pranavvella@gmail.com>, santhra.krishnanp@gmail.com, SUREJ KRISHNA J PRABHU <surejkrishna96@gmail.com>, varun das <varun.cr278@gmail.com>

----- Forwarded message -----

From: Sonu Jose <sonu.jose@infosys.com>

Date: Fri, May 11, 2018 at 2:34 PM

Subject: RE: Request for offer letter from SSET of 37 selected Candidates

To: SSET <sset@scmsgroup.org>

Dear Prof. Sahadevan,

Good afternoon. Greetings !

We have started the onboarding process for our 2018 batch campus hires and as always, we are onboarding them in batches. The **students will get receive their offer letters to their registered mail IDs, one month prior to their date of joining.**

Regards,
 Sonu Jose

INFOSYS PLACED STUDENTS (2018 BATCH)**SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY**

Sl no.	Name of the student	Branch
1	Prajaith C	Automobile Engineering
2	Jezim N J	Civil Engineering
3	Sandhra M S	Civil Engineering
4	Sangeetha Nair	Civil Engineering
5	Vishnu Sankar S	Civil Engineering
6	A Anand	Computer Science Engineering
7	Aswin Antony Wilson	Computer Science Engineering
8	Cibin Mathew Simon	Computer Science Engineering
9	Mary Rithu K P	Computer Science Engineering
10	Shivaranjini R M	Computer Science Engineering
11	Vidya Vijayan	Computer Science Engineering
12	Abhishek Saseendran	Elec. & Comm. Engg
13	Anju V	Elec. & Comm. Engg
14	Blessy John George	Elec. & Comm. Engg
15	Chandni K S	Elec. & Comm. Engg
16	Keerthi E M	Elec. & Comm. Engg
17	Riya Rajeev	Elec. & Comm. Engg
18	Steffi Kavalakat	Elec. & Comm. Engg
19	Vaishnav S	Elec. & Comm. Engg
20	Amaljith Jayan	Electrical & Electronics Engg
21	Cyniac Shaji	Electrical & Electronics Engg
22	Govind S Chemparathy	Electrical & Electronics Engg
23	Harish C	Electrical & Electronics Engg
24	Reno Kuriakose	Electrical & Electronics Engg
25	Appus C S	Mechanical Engineering
26	Ashith K A	Mechanical Engineering
27	Athul Som	Mechanical Engineering
28	Devidas Achuth	Mechanical Engineering
29	Harisankar S Menon	Mechanical Engineering
30	Hriday Satish Poduval	Mechanical Engineering
31	Kasyap Padmakumar	Mechanical Engineering
32	Kiran Thomas	Mechanical Engineering
33	Nissam Abdulla	Mechanical Engineering
34	Pranav P	Mechanical Engineering
35	Santhra Krishnan P	Mechanical Engineering
36	Surej Krishna J Prabhu	Mechanical Engineering
37	Varun Das	Mechanical Engineering

2014-2018-EC





set last name <aset@scmsgroup.org>

IBS Offer Confirmation 17-18

Rajesh T S <Rajesh.Thankappan@ibspic.com>
To: "aset@scmsgroup.org" <aset@scmsgroup.org>

Hi Sahadevan,

We have selected 8 students from your college & offer letter will be couriered before 31 Dec 2017. Please discuss with the students & let us know if they are ready to accept the offer or not process accordingly.

If the reply is positive or negative, let us know at the earliest & confirm the below college address for couriering the offer letter.

#	Name	College	College Address	Name of Placement Coordinator	Mobile number
	Arun Sree P S - CS	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Arjun SS - EC	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Alexandra Alor CS	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Justin Jay CS	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Dhwan Davis EC	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Akshay Sivadas CS	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Abhis C Suresh ME	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Mohamed Fuaad ME	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441

Thanks & Regards,

Rajesh

Human Resources

IBS Software Services (P) Ltd Company

5th Floor C Block, Nila Building

Technopark Campus, Trivandrum - 695 581, Kerala, India

Mobile: +91 984 666 9029

Email: Rajesh.Thankappan@ibspic.com | www.ibspic.com



praveena kumari <praveenak90@gmail.com>

Offer - WeP Solutions Ltd

Sushritha Katti - Mysore - Retail Business Unit - HR <Sushritha.Katti@wepindia.com> Tue, Jan 30, 2018 at 10:53 AM
To: "praveenak90@gmail.com" <praveenak90@gmail.com>
Cc: Parthiswari KS - Bangalore -HR <Parthiswari.ks@wepsol.in>, George Joseph <georgejoseph@scmsgroup.org>

Dear Praveena,

Welcome to WeP Solutions Ltd. .

With reference to your application and subsequent test and interview, we are pleased to inform you that you have been selected in the company on the following terms and conditions.

We are glad to have you with us and look forward to a long and mutually rewarding association.

Date of Appointment

We have pleasure in appointing you at **WeP Solutions Ltd** as **Management Trainee**. Your date of appointment will be communicated to you shortly.

After successful completion of training period, you will be given an Appointment Letter. Details of your joining will be communicated.

Probation Period

You will be on **probation for a period of six months** from the date of joining. The company reserves the right to extend the probation for a **further period of six months**. At the end of the probation period, subject to your satisfactory performance, your services will be confirmed in writing. During probation, your employment may be terminated by either party with 30 days' notice in writing or payment of 30 days salary in lieu of notice.

Salary during Training Period

During the training period of 2 months, you will be entitled to fixed stipend of **Rs 12,000/-** per month.

After the successful completion of training period and being found medically fit, if you are found suitable by the company, you will be confirmed in your appointment on a salary (CTC) of **Rs 3,60,000/- PA**.

If you for any reason whatsoever decide to exit from the company **before one year starting from the date of your appointment** the training cost will be recovered from you. If you are not found suitable for the post, your appointment might get terminated at the discretion of the company and in case of such termination you will have no right or claim against the company.

Accepted the offer with thanks.
PK

In accordance to acceptance of the offer letter you agree to the below term and condition.

1. The location of posting can be anywhere across India.
2. The Job Profile can be anything as per company requirement.
3. You can be placed in any subsidiary of WeP Solutions Ltd.
4. During the Training period you wouldn't be allowed to take leaves, however under special cases leave will be granted after discussion.
5. Periodic tests would be conducted and you are required to pass each test with minimum 70%, failing which candidate will not be inducted in WeP.

On the date of your joining, you may please bring along the following:

1. Proof of age
2. Copies of Educational Certificates (Till date)
3. Copies of professional Certificates (if any)
4. Relieving certificate from the previous employer (if any)
5. 5 passport size photographs
6. **PAN Card**, Voters ID, Passport (If not applied, please get it done before joining for opening the Salary Bank Account)
7. Aadhar card (aadhar no is mandatory for joining)

This offer will become invalid should you fail in the final examination of your current stream of studies. Upon production of your final year's Marks Card, and a certificate evidencing the same, you will be separately intimated the date by which you have to report for duty.

As a mark of your acceptance, please sign copy of this offer letter / Revert to the mail within 2 days of receipt of the offer letter.

WeP does not recruit smokers and hence you need to commit not to smoke during your tenure with WeP.

We wish you the very best in your career with us.

Regards,

Sushritha Katti

8792303424

P.K.
Praveena.K
30/01/2018



Anjana pk <pk.anjana511@gmail.com>

Offer - WeP Solutions Ltd

Sushritha Katti - Mysore - Retail Business Unit - HR <Sushritha.Katti@wepindia.com> Tue, Jan 30, 2018 at 3:41 PM
To: "pk.anjana511@gmail.com" <pk.anjana511@gmail.com>

Dear Anjana P K,

Welcome to WeP Solutions Ltd.

With reference to your application and subsequent test and interview, we are pleased to inform you that you have been selected in the company on the following terms and conditions.

We are glad to have you with us and look forward to a long and mutually rewarding association.

Date of Appointment

We have pleasure in appointing you at **WeP Solutions Ltd** as **Management Trainee**. Your date of appointment will be communicated to you shortly.

After successful completion of training period, you will be given an Appointment Letter. Details of your joining will be communicated.

Probation Period


You will be on **probation for a period of six months** from the date of joining. The company reserves the right to extend the probation for a **further period of six months**. At the end of the probation period, subject to your satisfactory performance, your services will be confirmed in writing. During probation, your employment may be terminated by either party with 30 days' notice in writing or payment of 30 days salary in lieu of notice.

Salary during Training Period

During the training period of 2 months, you will be entitled to fixed stipend of **Rs 12,000/-** per month.

After the successful completion of training period and being found medically fit, if you are found suitable by the company, you will be confirmed in your appointment on a salary (CTC) of **Rs 3,60,000/- PA**.

If you for any reason whatsoever decide to exit from the company **before one year starting from the date of your appointment** the training cost will be recovered from you. If you are not found suitable for the post, your appointment might get terminated at the discretion of the company and in case of such termination you will have no right or claim against the company.

Accepted the offer with thanks. 

In accordance to acceptance of the offer letter you agree to the below term and condition.

1. The location of posting can be anywhere across India.
2. The Job Profile can be anything as per company requirement.
3. You can be placed in any subsidiary of WeP Solutions Ltd.
4. During the Training period you wouldn't be allowed to take leaves, however under special cases leave will be granted after discussion.
5. Periodic tests would be conducted and you are required to pass each test with minimum 70%, failing which candidate will not be inducted in WeP.

On the date of your joining, you may please bring along the following:

1. Proof of age
2. Copies of Educational Certificates (Till date)
3. Copies of professional Certificates (if any)
4. Relieving certificate from the previous employer (if any)
5. 5 passport size photographs
6. **PAN Card**, Voters ID, Passport (If not applied, please get it done before joining for opening the Salary Bank Account)
7. Aadhar card (aadhar no is mandatory for joining)

This offer will become invalid should you fail in the final examination of your current stream of studies. Upon production of your final year's Marks Card, and a certificate evidencing the same, you will be separately intimated the date by which you have to report for duty.

As a mark of your acceptance, please sign copy of this offer letter / Revert to the mail within 2 days of receipt of the offer letter.

WeP does not recruit smokers and hence you need to commit not to smoke during your tenure with WeP.

We wish you the very best in your career with us.

Regards,

Sushritha Katti

8792303424



ANJANA PB

01/02/2018



RESHMA CHANDRAN <reshmachandran1996@gmail.com>

Offer - WeP Solutions Ltd

1 message

Sushritha Katti - Mysore - Retail Business Unit - HR <Sushritha.Katti@wepindia.com> Tue, Jan 30, 2018 at 10:55 AM
To: "reshmachandran1996@gmail.com" <reshmachandran1996@gmail.com>
Cc: Parthiswari KS - Bangalore -HR <Parthiswari.ks@wepsol.in>, George Joseph <georgejoseph@scmsgroup.org>

Dear Reshma Chandran,

Welcome to WeP Solutions Ltd.

With reference to your application and subsequent test and interview, we are pleased to inform you that you have been selected in the company on the following terms and conditions.

We are glad to have you with us and look forward to a long and mutually rewarding association.

Date of Appointment

We have pleasure in appointing you at **WeP Solutions Ltd** as **Management Trainee**. Your date of appointment will be communicated to you shortly.

After successful completion of training period, you will be given an Appointment Letter. Details of your joining will be communicated.

Probation Period

You will be on **probation for a period of six months** from the date of joining. The company reserves the right to extend the probation for a **further period of six months**. At the end of the probation period, subject to your satisfactory performance, your services will be confirmed in writing. During probation, your employment may be terminated by either party with 30 days' notice in writing or payment of 30 days salary in lieu of notice.

Salary during Training Period

During the training period of 2 months, you will be entitled to fixed stipend of **Rs 12,000/-** per month.

After the successful completion of training period and being found medically fit, if you are found suitable by the company, you will be confirmed in your appointment on a salary (CTC) of **Rs 3,60,000/- PA**.

If you for any reason whatsoever decide to exit from the company **before one year starting from the date of your appointment** the training cost will be recovered from you. If you are not found suitable for the post, your appointment might get terminated at the discretion of the company and in case of such termination you will have no right or claim against the company.

Accepted the offer with thanks

In accordance to acceptance of the offer letter you agree to the below term and condition.

1. The location of posting can be anywhere across India.
2. The Job Profile can be anything as per company requirement.
3. You can be placed in any subsidiary of WeP Solutions Ltd.
4. During the Training period you wouldn't be allowed to take leaves, however under special cases leave will be granted after discussion.
5. Periodic tests would be conducted and you are required to pass each test with minimum 70%, failing which candidate will not be inducted in WeP.

On the date of your joining, you may please bring along the following:

1. Proof of age
2. Copies of Educational Certificates (Till date)
3. Copies of professional Certificates (if any)
4. Relieving certificate from the previous employer (if any)
5. 5 passport size photographs
6. **PAN Card**, Voters ID, Passport (If not applied, please get it done before joining for opening the Salary Bank Account)
7. Aadhar card (aadhar no is mandatory for joining)

This offer will become invalid should you fail in the final examination of your current stream of studies. Upon production of your final year's Marks Card, and a certificate evidencing the same, you will be separately intimated the date by which you have to report for duty.

As a mark of your acceptance, please sign copy of this offer letter / Revert to the mail within 2 days of receipt of the offer letter.

WeP does not recruit smokers and hence you need to commit not to smoke during your tenure with WeP.

We wish you the very best in your career with us.

Regards,

Sushritha Katti

8792303424


Reshma Chaudhary
30/1/2018

SCMS School of Engineering and Technology-Congratulations to the Selected Candidates

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>
To: "sset@sonargroup.org" <sset@sonargroup.org>
Cc: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. R. Schuchman

Geertus, Fort Sutherland

It was indeed a pleasure being in your institution for Campus Hiring. I'm hereby mentioning the detail who have cleared Non Voice rounds of interviews & has been shortlisted as a 'Co-Contributions to the below Candidate

S.No	Department	Domain	First Name	Last Name	PHONE	Alternative Number	Email	DOB	Fathers name
1	B.tech	CSE	Chippy	Jerome	9539311311	8592029797	chippyjerome263@gmail.com	26-Mar-98	Jerome Ber
2	B.tech	CSE	Hanna	Ibrahim	9895729772	9447344729	hannaibrahim@gmail.com	17-Jan-96	Ibrahim
3	B.tech	CSE	Divya	M	9745176081	9447202315	divyamurali0212@gmail.com	2-Dec-96	Muralidhara Pa
4	B.tech	EEE	Karthik	V Nair	9497412857	8281653457	karthiknairpiscos@gmail.com	11-Mar-96	K. Viswanat
5	B.tech	EEE	Vishnu	KS	9037079249	9447029779	uvishnu4497@gmail.com	4-Apr-97	Sudhakar
6	B.tech	Automobile	Naveen	Radhakrishnan	8891477317	9605471101	naveenradhakrishnan6@gmail.com	9-Apr-96	Radhakrishna
7	B.tech	CSE	Srihari	Krishnan	8594027670		srihari0906@gmail.com	9-Aug-96	Krishnan
8	B.tech	ECE	Unu	George	8281900594	9446741894	linugeorgep@gmail.com	4-Nov-95	George Tho
9	B.tech	ECE	Nandini	Prakash	9446504206	9446334206	nandiniprakash@gmail.com	10-Jul-96	Prakash B
10	B.tech	ECE	Arjun	K Menon	8281566003	9447814995	arjunmenon2296@gmail.com	22-May-96	M K Men
11	B.tech	CSE	Rose Mary	Baby	9447183219	7593962717	rosemarybaby@gmail.com	21-Mar-95	Baby Jose
12	B.tech	ME	Gokul	R	8921676836	9446836521	gokul007spirit@gmail.com	5-Apr-95	Radhakrish

The Provisional offer letter for the Candidate would reach your Institution within the next few days.

Results

 **Stephen Rajan**
HR Campus Team
Chennai
044-42297534

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2018
EE



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING
& TECHNOLOGY

Date : 25-Jan-2018

Dear AKASH MON

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

UST GLOBAL FRESHERS 2018 BATCH

Sl.No	Name	Gender	Date of Birth	Mobile	Email	City	State	Country	Pincode
1	Linu George	Female	04-Nov-1995	+91 8281900594	linugeorgep@gmail.com	Ernakulam	Kerala	India	683575
2	Dinu Jacob	Female	31-Jul-1996	+91 8943207928	dinujacob1996@gmail.com	Angamaly	Kerala	India	683581
3	Archana T Santosh	Female	11-Jul-1996	+91 9605493854	achusarchana11@gmail.com	North Parur	Kerala	India	683516
4	Hamna Ibrahim	Female	17-Jan-1996	+91 9895729772	hamna.ibrahim@gmail.com	Malappuram	Kerala	India	676504
5	Vishnu S Nair	Male	09-May-1995	+91 9747798340	vishnusnair5991@gmail.com	Chalakudy	Kerala	India	680308

University Name	College	Batch	Branch, Degree	Marks
Mahatma Gandhi Univ	SCMS School of Engineering	2018	Electronics &	82
Mahatma Gandhi Univ	SCMS School of Engineering	2018	Electronics &	81
Mahatma Gandhi Univ	SCMS School of Engineering	2018	Electronics &	73
Mahatma Gandhi Univ	SCMS School of Engineering	2018	Computer Sci	72
Mahatma Gandhi Univ	SCMS School of Engineering	2018	Computer Sci	71

Dr. Jacob
Anjanahy

Sub: Letter of Offer

Dear Sir,

This is in reference to your discussion with our Senior Managers. We are pleased to appoint you as **Senior Software Developer, A1** for a fixed period of 12 months on a salary of Rs. 250,000.00 (Rupees Two Lakh Fifty Thousand) per annum. Your date of joining to US Technology International Pvt Ltd (UST Global) will be **July 10, 2018** and work location is **Trivandrum - UST Office**.

1. It is clearly understood and agreed that the vacancy for the particular assignment has arisen due to unusual pressure of seasonal work and as such your placement is being made on contractual basis for a fixed period as stated above in accordance with the policies of this organization. Your contract will automatically come to an end on the expiry of the specified period and no notice pay or retrenchment compensation will be payable to you by the management. Since your assignment is being made for a specified period, you will neither have any right for a loan on the job held by you.

Also you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise.

Except one month's notice or salary in lieu of one month's notice no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the aforesaid specified and fixed period of your service. If at your request, the Company agrees to release you before serving the full notice period, you will be liable to pay the Company in lieu of the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

2. Your duties will include full efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time. As an employee of this company you will maintain a high standard of ability, efficiency, integrity and will keep with employee in the organization.

3. The management will be within its rights to transfer you for work or even your services to any other unit/division/department where the company has an office or branch or unit or site for work either at present or may have at any time in future.

4. You will devote your whole time and attention to the interest of the company and will not engage yourself in any other work, either part or in honorary capacity.

5. Your appointment is being made on the basis of your particulars such as qualifications etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu of notice.

6. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you.

7. You will be bound by the organization's policies, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your terms of fixed term employment.

8. In case there is any change in your residential address, you will intimate the same in writing to the Personnel Department/Manager within three days from the date of such change and get such change of address recorded.

Yours Sincerely,
for US Technology International Private Ltd.



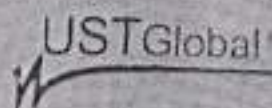
Vineth George
Sr. Manager HR

DECLARATION BY THE EMPLOYEE

I accept the offer and the terms and conditions mentioned in the aforesaid letter.

Signature of the Employee





Annexure L (A)

Name: Dinu Jacob,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	6,250.00	75,000.00
House Rent Allowance*	2,500.00	30,000.00
Education Allowance	200.00	2,400.00
Bonus Ex-Gratia	1,250.00	15,000.00
Other Allowance	9,570.83	114,850.00
Employer Contribution to PF***	750.00	9,000.00
Gratuity	312.50	3,750.00
Variable Pay		0.00
Cost to the Company (CTC)		250,000.00

* Please note that the HRA component in your salary structure is split into two parts: HRA which is 40% of Basic Salary (for all locations) and Additional HRA which is 10% of Basic Salary for Metro locations and 0% for Non-Metro locations. As per the current HRA Policy National Capital Region (NCR) and Delhi are classified as Metro, while all other locations in India are classified as Non-Metro.

*** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.

04-Sep-2018

Dear Anagha TC,
B.Tech, Electronics & Communication Engineering
SCMS School of Engineering and Technology

Candidate ID – 12231224

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Anagha TC	Designation:	Programmer Analyst Trainee
--------------	-----------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://nonecognizant.cognizant.com>->Total Rewards App for more details

25-Jul-2018

Dear Sameera K A,
B.Tech, Electronics & Communication Engineering
sameeraasainar96@gmail.com



Candidate ID – 12218693

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Sameera K A **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
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	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



sset last name <sset@scmsgroup.org>

Employment Opportunity

SSET <sset@scmsgroup.org>

Wed, Oct 3, 2018 at 12:57 PM

To: Verdant HR <hr@verdanttelemetry.com>

Dear Madam,

Thanks for the three offers made to our 2018 batch students. Hope you will continue the same cooperation in the coming years for our next batches of students too. - *Aiswarya Babu, Diksha Singh, Mevenna Jena.*

Regards

Mr. Mahendra K.S.
Placement Officer
SCMS School of Engineering and Technology
Mob: 9846963344

On Wed, Sep 12, 2018 at 4:03 PM, Verdant HR <hr@verdanttelemetry.com> wrote:

boxbe Verdant HR (hr@verdanttelemetry.com) is not on your Guest List | Approve sender | Approve domain

[Quoted text hidden]



**LIST OF PROVISIONALLY SELECTED CANDIDATES FOR THE POST OF
PROBATIONARY OFFICER**

It gives us immense pleasure to formally inform you that the following students from your institution have come out successful in the selection process held for the post of Probationary Officer.

SL NO.	NAME OF THE CANDIDATE	COURSE
1	JERIN JOSEPH	B TECH ME
2	JOSE THOMAS	B TECH CIVIL
3	SREEDEVI M	B TECH ECE

We congratulate the selected candidates and wish them a successful career with us. We also congratulate all those in the institution mentoring them to take up challenges ahead.

DECLARATION

I hereby accept the offer for appointment as Probationary Officer – Scale I from The South Indian Bank Ltd further to the campus recruitment programme held on RSET, Kochi and express my willingness to join the Bank as soon as I receive the intimation letter. I also understand that my selection as Probationary Officer – Scale I is provisional in nature and is liable to be cancelled/ terminated in the event of non-compliance with any of the following terms and conditions:

- 1) Pass in 10th, 12th and Graduation with 60% & above.
- 2) Scoring minimum 60% marks separately in all the semesters of B.E/ B.Tech in the first attempt itself.
- 3) Should not be aged more than 23 years as on 31.12.2017.
- 4) Obtaining satisfactory physical fitness certificate as per Bank's norms after conducting a Physical Fitness Test by a Medical Practitioner not below the rank of Civil Surgeon or Chief Medical Officer.
- 5) Obtaining Police Clearance Certificate and satisfactory background verification reports.
- 6) Submitting the original mark lists/ certificates (10th Std onwards up to B.E/ B.Tech) for the verification to confirm that I have complied with the norms and eligibility criteria for the selection process.
- 7) Executing the bond as per Bank's norms.

Name of the Candidate: SREEDevi M


Permanent Address: MACHINGAL CH
OLLUKKARA P.O
THRISSUR 680-655

Name and address of the college/ institution: SCHS SCHOOL OF ENGINEERING
AND TECHNOLOGY

VIDYA NAGAR,
PALISSERY, KARUKUTTY,
ERNAKULAM - 683 582

Place: THRISSUR

Date: 19/12/2018


Signature



Offer: Computer Consultancy
Ref: TCSL/DT20184876629/Trivandrum
Date: 26/12/2018

Mr. Vikas Kv
Koodathingal House Kumaramputhur,
Kulapadam,
Mannarkkad-678583,
Kerala.
Tel# -7510210272

Dear Vikas Kv,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184876629

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

TCS Confidential

TCSL/DT20184876629

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusunmagin PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



Postgraduate)

- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

TCS Confidential

TCSL/DT20184876629

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Vikas Kv
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Annexure 2

Regional Offices

Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore - 560 066 Tel: 080 - 67247000 Fax: 080 - 28410114
Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162535	Delhi Lead-Talent Acquisition Tata Consultancy Services 5 th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwade, Pune - 411 006 Tel: 020 - 66087777 Fax: 020 - 66087107	Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



APPOINTMENT LETTER

January 7, 2019

Ms. Ankitha Christeene

Koramangalath House Sub-Station Road
South Panampilly Nagar Kochi
Ernakulam- 682020
Kerala

Dear **Ankitha Christeene,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifications before joining.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD020800

Page 1

Sensitivity: Internal & Restricted

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- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Wipro policy.
- e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.
- c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the policy of Wipro.
- e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.
- b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.
- c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLD026800



5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLD020800



9. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

- a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
- e. Your appointment will not be further processed and will be treated as withdrawn in the event:
 - i. You fail to clear any remaining backlog examinations, and/or
 - ii. You have not scored a minimum aggregate marks of 60% in your 10th Standard.
 - iii. You have not scored a minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iv. For Graduates: You have not scored a minimum aggregate marks of 60% in your graduation.
 - v. For Post Graduates: You have not scored a minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs / Self-directed learning modules / MOOCs/ in-classroom learning / on-the-job training /Top Gear modules and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

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Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
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E : info@wipro.com
W : wipro.com
C : L32102KA19A5PLD026800



11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on ___/___/___

Name: _____
Signature: _____ Date: ___/___/___
Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/__/____

Signature:.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: polycycleclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:
 - a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c) Unauthorized disclosure or communication of UPSI.
 - d) Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to polycycleclearinghouse@wipro.com.

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- a. processing my job application including background verification checks;
- b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/__

Signature.....

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Doddakannelli F : +91 (80) 2844 0054
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Bengaluru 560 035 W : wipro.com
India C : L32102KA19A5PLD0020800



ANNEXURE III

SALARY OFFER SHEET

Name : Ankitha Christeene

Position : Project Engineer

Career Group: TRB - II

- a. You will be on training (classroom/on the job) for the first three months or end of training period whichever is later, from your date of joining. During the training period, you will receive a stipend of **Rs.18000** consolidated, without any other benefits. After satisfactory completion of the training you will receive your salary as given below.

COMPONENT	AMOUNT (INR)
Basic	10,667
HRA	5,334
Bonus	2,133
Wipro Benefits Plan (WBP)	4,753
Additional allowance	-
Total Fixed Cash	22,887
PF (Employer Contribution)	1,280
Gratuity	566
Total Fixed Compensation	24,733
Other Compensation Benefits	
Health benefit (Medical)	600
ESI	-
Variable Pay	
Target Variable Pay	1,334
Target Cost to Company per month	26,667
Total Cost to Company per annum	3,20,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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b. Over and above these components, depending on your performance during the initial training program you will also be entitled to an Additional Allowance. Performance Category – 1 will comprise of the top 30% of the candidates and balance 70% will be placed in Performance Category-2. The total monthly gross hence will be as per the following table for different performance categories:

	TOTAL MONTHLY GROSS	TOTAL ANNUAL GROSS
Performance Category – 1	27500	330000
Performance Category – 2	26667	320000

b. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:

- Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
- Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/__/____

Signature:.....



ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/__/__

Signature:.....

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ANNEXURE - V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

- a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)
- b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.
- c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable food coupons, use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Food Coupons:

An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. 12% of your Basic towards Provident Fund.
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

- a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI)**. This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

* Rs. 240 - Contribution in case of single individual

* Rs. 520 - Contribution in case you are married

If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in [myWipro](#) which is accessible on joining.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000

Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000

In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance /Personal Accident

The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data-> My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction.

“EMERGE” a campus to corporate behavioral training program ensures that the fresher start feeling at ease in the “corporate world”. This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP, STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants to be deputed in projects.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

This module is conducted either in a structured classroom environment or as on-the-job learning based on the business requirement.

The methodology of training is “Project Based Learning” (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project.

During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 800 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

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E : info@wipro.com
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2018

saet last name <saet@scmsgroup.org>

Fwd: Interview Result at BYJU'S

Akhil Santhosh <akhilmskolan@gmail.com>
To: saet@scmsgroup.org

Wed, Jun 13, 2018 at 3:24 PM

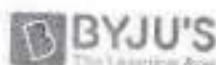
Sir

The offer letter received from BYJU'S is stated below.

Regards
Akhil M S

----- Forwarded message -----

From: Anuj DP <anuj.kumar@byjus.com>
Date: Tue, 12 Jun 2018, 8:06 pm
Subject: Interview Result at BYJU'S
To: <akhilmskolan@gmail.com>



Congratulations

Dear Akhil M S,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Associate** at **BYJU'S - The Learning App**.

BYJU'S is one of the world's largest edu-tech companies and India's most-loved education app that offers students a platform to explore their curious minds fuelled by adaptive, engaging and effective learning programs. BYJU'S has been at the forefront of creating unique learning experiences for students across grades and help children fall in love with learning. Launched in 2015, BYJU'S is the most preferred education app for students across age groups.

Today, BYJU'S has over 12 million downloads, 700,000 annual paid subscriptions and sees an addition of 40,000 students every month. With an average time of 51 minutes being spent by a student on the app every day from 1700+ cities, BYJU'S - The Learning App is making learning enjoyable and effective. Also, the annual renewal rates of 90% is a testament of the fact that the app is helping students learn better.

BYJU'S is backed by strong partners like the Chan-Zuckerberg Initiative, World Bank's investment arm - International Finance Corporation (IFC), Verilvest, Tencent, Aarin, Sequoia Capital, Sofina, TimesInternet and Lightspeed ventures. BYJU'S is also the largest funded Ed-tech startup in India and aims to become the largest education company in the world.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a **BYJUite** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please make a note of below details to smoothen your onboarding with us:

Date of joining: 05/25/2018

Role Location: Kochi

Fixed CTC: 700000

Variable CTC: 300000

Further details:

1. Training will be for a period of 4 Weeks which will start at our head office at BANGALORE
2. **Reporting Time and location:** 9am at 6th floor, Tower D, IBC Knowledge Park, Bannerghatta Road, Near Dairy Circle, Bangalore.
3. All your original academic documents are required for verification. If you have shared any work experience then a certificate of the same.
4. We will share your company accommodation details for the duration of your training at Bangalore on the day of joining after your joining formalities are done with us.
5. Company will provide accommodation while you are working or training outside of your role location.
6. You would need to arrange your travel to join us at Bangalore. Your travel fare will be reimbursed as per below slab:

Zone	Maximum reimbursable amount
South (Karnataka, Tamil Nadu, Kerala, AP, Telangana, Pondicherry, Goa)	2000
Central (Maharashtra, Gujarat, MP, Chattisgarh, Orissa)	5000
Rest of India (excludes states mentioned above)	7000

Regards,
Team BYJU's

P.S.: In case you have not completed your profile form, please follow below steps.

1. Visit https://thinkandteam.ramcoes.com/www/porta/calling_thinkandteam.aspx?username=candidate2. (please enable pop-ups in case you are not able to open the webpage)
2. Click on "My Profile"
3. Register as a new user
4. Complete the registration process to generate your offer letter in one week.



sset last name <sset@scmsgroup.org>

Re: Revised list of candidates- RECRUITMENT PROPOSAL AT SCMS SSET

Arun Kumar C P <arun.kumar@byjus.com>

Mon, Jan 15, 2018 at 3:53 PM

To: George Joseph <georgejoseph@scmsgroup.org>

Cc: sset last name <sset@scmsgroup.org>, Gokul S <gokul.s@byjus.com>

Hi

Please find below the result for the Pool campus drive held at SCMS. A total of 3 students have been selected.

Kindly congratulate the students on getting selected and also help us in finalising their joining dates after the final exams are done. Also share the same with the colleges that had come for the drive

Name	Contact No.	Email Id	College Name
Sivakesav S	919495582499	sivakesavsivan.sk@gmail.com	SAINTGITS
Rohan George	8921713056	rohanthomasgeorge@gmail.com	SAINTGITS
AKHIL M S	9961978366	akhilmskelan@gmail.com	SCMS

[Quoted text hidden]



sset last name <sset@scmsgroup.org>

Offer letter from Infosys Limited of 37 selected Candidates

Fri, May 11, 2018 at 2:57 PM

SSET <sset@scmsgroup.org>
 To: Prajaith ch <prajaitth.c@gmail.com>, jezim jalal <jezimjalal@gmail.com>, sandhra ms <sandhrams165@gmail.com>, Sangeetha Nair <sangeethanair796@gmail.com>, Vishnu Sankar <vishnusankar839@gmail.com>, A Anand <a.anand.91119@gmail.com>, Aswin Wilson <aswinantonywilson@gmail.com>, CIBIN SIMON <cibinmathewsimon@gmail.com>, lakshmi radha <lakshmiradha.shrirudhram@gmail.com>, Rithu Paul K <rithumarya05@gmail.com>, Vidya Vijayan <vidyavijayan54@gmail.com>, Abhishek Saseendran <abhishek.saseendran9@gmail.com>, Anju V <anjuvamadevan9@gmail.com>, Blessy John <blessy.bliss121@gmail.com>, Chandni Ks <chandnikomath@gmail.com>, Keerthi Mohanan <keerthiem95@gmail.com>, Riya Rajeev <riyarajeev1997@gmail.com>, sck1996@hotmail.com, vanair458@gmail.com, AmAlJiTh JaYaN <amaljiythjayan143@gmail.com>, Cyriac Shaji <cyriacshaji11@gmail.com>, Govind S <govinds95@gmail.com>, harishchakiath@gmail.com, Reno Kuriakose <reno61095@gmail.com>, APPU SASEENDRAN <appucsasi@gmail.com>, Ashith ka <ashithkanil@gmail.com>, somathul@gmail.com, Achuth Devidas <achuthdevidas@gmail.com>, hari sankar <sankarbhaihello@gmail.com>, Hriday Poduval <hriduval96@gmail.com>, Kasyap PadmKumar <kasyap657@gmail.com>, kiran thomas <kiranthomas5@gmail.com>, Nissam Abdulla <nissamibnukalam@gmail.com>, Pranav Prem <pranavvellila@gmail.com>, santhra.krishnanp@gmail.com, SUREJ KRISHNA J PRABHU <surejkrishna96@gmail.com>, varun das <varun.cr278@gmail.com>

----- Forwarded message -----

From: **Sonu Jose** <sonu.jose@infosys.com>
 Date: Fri, May 11, 2018 at 2:34 PM
 Subject: RE: Request for offer letter from SSET of 37 selected Candidates
 To: SSET <sset@scmsgroup.org>

Dear Prof. Sahadevan,

Good afternoon. Greetings !

We have started the onboarding process for our 2018 batch campus hires and as always, we are onboarding them in batches. The **students will get receive their offer letters to their registered mail IDs, one month prior to their date of joining.**

Regards,
 Sonu Jose

INFOSYS PLACED STUDENTS (2018 BATCH)**SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY**

Sl no.	Name of the student	Branch
1	Prajaith C	Automobile Engineering
2	Jezim N J	Civil Engineering
3	Sandhra M S	Civil Engineering
4	Sangeetha Nair	Civil Engineering
5	Vishnu Sankar S	Civil Engineering
6	A Anand	Computer Science Engineering
7	Aswin Antony Wilson	Computer Science Engineering
8	Cibin Mathew Simon	Computer Science Engineering
9	Mary Rithu K P	Computer Science Engineering
10	Shivaranjini R M	Computer Science Engineering
11	Vidya Vijayan	Computer Science Engineering
12	Abhishek Saseendran	Elec. & Comm. Engg
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16	Keerthi E M	Elec. & Comm. Engg
17	Riya Rajeev	Elec. & Comm. Engg
18	Steffi Kavalakat	Elec. & Comm. Engg
19	Vaishnav S	Elec. & Comm. Engg
20	Amaljith Jayan	Electrical & Electronics Engg
21	Cyniac Shaji	Electrical & Electronics Engg
22	Govind S Chempapathy	Electrical & Electronics Engg
23	Harish C	Electrical & Electronics Engg
24	Reno Kuriakose	Electrical & Electronics Engg
25	Appus C S	Mechanical Engineering
26	Ashith K A	Mechanical Engineering
27	Athul Som	Mechanical Engineering
28	Devidas Achuth	Mechanical Engineering
29	Harisankar S Menon	Mechanical Engineering
30	Hriday Satish Poduval	Mechanical Engineering
31	Kasyap Padmakumar	Mechanical Engineering
32	Kiran Thomas	Mechanical Engineering
33	Nissam Abdulla	Mechanical Engineering
34	Pranav P	Mechanical Engineering
35	Santhra Krishnan P	Mechanical Engineering
36	Surej Krishna J Prabhu	Mechanical Engineering
37	Varun Das	Mechanical Engineering

SCMS School of Engineering and Technology-Congratulations to the Selected Candidates

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>
To: "sset@sonargroup.org" <sset@sonargroup.org>
Cc: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. R. Schuchman

Geertus, Fort Sutherland

It was indeed a pleasure being in your institution for Campus Hiring. I'm hereby mentioning the detail who have cleared Non Voice rounds of interviews & has been shortlisted as a 'Co-Contributions to the below Candidate

S.No	Department	Domain	First Name	Last Name	PHONE	Alternative Number	Email	DOB	Fathers na
1	B.tech	CSE	Chippy	Jerome	9539311311	8592029797	chippyjerome263@gmail.com	26-Mar-98	Jerome Ber
2	B.tech	CSE	Hanna	Ibrahim	9895729772	9447344729	hannas.ibrabim@gmail.com	17-Jan-96	Ibrahim
3	B.tech	CSE	Divya	M	9745176081	9447202315	divyamurali0212@gmail.com	2-Dec-96	Muralaadhara Pa
4	B.tech	EEE	Karthi	V Nair	9497412857	8281653457	karthivnairpiscos@gmail.com	11-Mar-96	K. Vswanat
5	B.tech	EEE	Vishnu	KS	9037079249	9447029779	uvishnu4497@gmail.com	4-Apr-97	Sudhakar
6	B.tech	Automobile	Naveen	Radhakrishnan	8891477317	9605471101	naveenradhakrishnan6@gmail.com	9-Apr-96	Radhakrishna
7	B.tech	CSE	Srihar	Krishnan	8594027670		srihar0906@gmail.com	9-Aug-96	Krishnan
8	B.tech	ECE	Unu	George	8281900594	9446741894	linugeorgep@gmail.com	4-Nov-95	George Tho
9	B.tech	ECE	Nandini	Prakash	9446504206	9446334206	nandini96@gmail.com	10-Jul-96	Prakash B
10	B.tech	ECE	Arjun	K Menon	8281566003	9447814995	arjunmenon2296@gmail.com	22-May-96	M K Men
11	B.tech	CSE	Rose Mary	Baby	9447183219	7593962717	rosemarybaby@gmail.com	21-Mar-95	Baby Jose
12	B.tech	ME	Gokul	R	8921676836	9446836521	gokul007spirit@gmail.com	5-Apr-95	Radhakrish

The Provisional offer letter for the Candidate would reach your Institution within the next few days.

Results

 **Stephen Rajan**
HR Campus Team
Chennai
044-42297534

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this e-mail and any copies. Thank you for your cooperation.

2018
EE



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING
& TECHNOLOGY

Date : 25-Jan-2018

Dear AKASH MON

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



sset last name <sset@scmsgroup.org>

Thanks: Pooled drive at SCMS School of Engineering and Technology, Karukutty, Ernakulam

Sheetal Sinha <sheetal.sinha@mytrah.com>
To: SSET <sset@scmsgroup.org>

Fri, Jul 6, 2018 at 4:09 PM

Dear Mr Sahadevan,

First of all thank you for providing us the wonderful hospitality during the campus visit for walk in drive on 4th July 2018.

We are pleased to inform that we have selected the below student as part of our requirement in the function of TDI (Technology & Digital Innovation).

He will be hired as Trainee with a total compensation package of 3.75 LPA, he will be under the training period for 12 m/s post which based on his performance review, the service confirmation would happen.

He will have to report at our Corporate Office Hyderabad on 17th July 2018-

1. Mr Thomas Tharakan - B.Tech- Electrical & Electronics Engineering

Please communicate the same with the student and confirm us on his reporting schedule. My team will coordinate with him directly in terms of completing all the pre-boarding activities.

Thanks & Regards,

Sheetal Sinha

Dy. Manager – Human Resources

**Mytrah Energy (India) Private Limited**

8001, Q-City, S.No:109, Gachibowli, Hyderabad- 500 032, India.

Board: +91 40 33760 100 / 49760 100

Desk Ph. No: +9140 33760 118/ 49760 118. HP: +91 8106646491

Email: sheetal.sinha@mytrah.com, Web: www.mytrah.com**From: SSET**

<sset@scmsgroup.org>

Sent: 05 July 2018 09:37**To:** Sheetal Sinha <sheetal.sinha@mytrah.com>; Jos Angel George <josangel.george@mytrah.com>**Cc:** Ajith KN <ajith.kn@mytrah.com>**Subject:** Thanks: Pooled drive at SCMS School of Engineering and Technology, Karukutty, Ernakulam

Dear Sir/Madam,

On behalf of the management, principal, staff and students I thank you and your esteemed organization for visiting our campus and conducting pooled recruitment drive

Ref. No : TTL/ENGG/245K/IA/19/6513

Date : 12/10/2019

To,
 Mr. Rajkumar S
 Mobile : 9447667481
 Chethikattil House, Kolattu Road,
 Thoniyakavu, North Paravur,
 Ernakulam - 683513

PROVISIONAL OFFER OF EMPLOYMENT

Dear Mr. Rajkumar,

This is to notify you that we have shortlisted your application and are pleased to make a provisional offer of employment as **Executive – Maintenance Engineer** with an annual compensation of **Rs. 2.45,000** (please refer annexure-II for bifurcation). You have been posted at **Turbhe, Navi Mumbai** and have been scheduled to join work on **21st October, 2019**.

The offer is subject to your acceptance of below listed rules and regulations of the Company:

- You are advised to transfer Rs. 5,000/- to "Thyrocare Technologies Limited" as a refundable caution money. The caution money is not refunded if you voluntarily resign before the completion of 6 months of continued service in the organization. (Refer Annexure I to complete the process)
- You will be on probation for one year from the date of commencement of your service.
- You will be eligible for employee benefits as per company policy, please refer the link - careers.thyrocare.com/employee-benefits
- Your performance will be evaluated periodically and your growth will purely depend on your ability to focus on given job.
- This association can be terminated with 7 days notice period mutually during your probation period.
- Engineers may have to relocate anywhere in India as per requirements.

You are required to send your offer acceptance along with the proof of caution deposit payment to join@thyrocare.com.

This offer is valid for next 24 hours for your acceptance post which the offer stands canceled.

We accept and appreciate email communication. We welcome you to our company and wish you a successful career with us.

Thanking you,

Yours truly,
For Thyrocare Technologies Ltd.

Offer Acceptance:  Rajkumar.S

Date: 16/10/19

Place: N. Paravur

Authorized Signatory (HRD Department)

Note: Though this is an offer letter, company reserves the right to reject your candidature if you had submitted misleading facts or information.



ByteAlly Software Solutions Private Limited
Your IT War Plan

Karthikeyan M K
CEO & Managing Director
ByteAlly Software Solutions Pvt Ltd
Chennai
600042

2nd July, 2018

Mr Karthik V Nair,

We are pleased to offer you the position of Content Writer with ByteAlly and a CTC of INR 2,76,000.

Your role commences from 24th July, 2018 and you shall report to Anand Sukumaran, VP of Growth, ByteAlly. To indicate your acceptance of this offer please sign a copy of this letter and send to us via email before 6th July 2018.

We request you to provide us attested copies of the below listed documents on the date of your joining.

- High school completion certificate
- ID and residential address proof

We are confident that you will be able to make a significant contribution to the success of our company and looking forward to work with you.

Yours sincerely,

Karthikeyan M K

CEO & Managing Director
ByteAlly Software Solutions Pvt Ltd



sset last name <sset@scmsgroup.org>

Offer letter from Infosys Limited of 37 selected Candidates

Fri, May 11, 2018 at 2:57 PM

SSET <sset@scmsgroup.org>
 To: Prajaith ch <prajaitth.c@gmail.com>, jezim jalal <jezimjalal@gmail.com>, sandhra ms <sandhrams165@gmail.com>, Sangeetha Nair <sangeethanair796@gmail.com>, Vishnu Sankar <vishnusankar839@gmail.com>, A Anand <a.anand.91119@gmail.com>, Aswin Wilson <aswinantonywilson@gmail.com>, CIBIN SIMON <cibinmathewsimon@gmail.com>, lakshmi radha <lakshmiradha.shrirudhram@gmail.com>, Rithu Paul K <rithumarya05@gmail.com>, Vidya Vijayan <vidyavijayan54@gmail.com>, Abhishek Saseendran <abhishek.saseendran9@gmail.com>, Anju V <anjuvamadevan9@gmail.com>, Blessy John <blessy.bliss121@gmail.com>, Chandni Ks <chandnikomath@gmail.com>, Keerthi Mohanan <keerthiem95@gmail.com>, Riya Rajeev <riyarajeev1997@gmail.com>, sck1996@hotmail.com, vanair458@gmail.com, AmAlJiTh JaYaN <amaljiythjayan143@gmail.com>, Cyriac Shaji <cyriacshaji11@gmail.com>, Govind S <govinds95@gmail.com>, harishchakiath@gmail.com, Reno Kuriakose <reno61095@gmail.com>, APPU SASEENDRAN <appucsasi@gmail.com>, Ashith ka <ashithkanil@gmail.com>, somathul@gmail.com, Achuth Devidas <achuthdevidas@gmail.com>, hari sankar <sankarbhaihello@gmail.com>, Hriday Poduval <hriduval96@gmail.com>, Kasyap PadmKumar <kasyap657@gmail.com>, kiran thomas <kiranthomas5@gmail.com>, Nissam Abdulla <nissamibnukalam@gmail.com>, Pranav Prem <pranavvellila@gmail.com>, santhra.krishnanp@gmail.com, SUREJ KRISHNA J PRABHU <surejkrishna96@gmail.com>, varun das <varun.cr278@gmail.com>

----- Forwarded message -----

From: Sonu Jose <sonu.jose@infosys.com>

Date: Fri, May 11, 2018 at 2:34 PM

Subject: RE: Request for offer letter from SSET of 37 selected Candidates

To: SSET <sset@scmsgroup.org>

Dear Prof. Sahadevan,

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Regards,
 Sonu Jose

INFOSYS PLACED STUDENTS (2018 BATCH)**SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY**

Sl no.	Name of the student	Branch
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4	Sangeetha Nair	Civil Engineering
5	Vishnu Sankar S	Civil Engineering
6	A Anand	Computer Science Engineering
7	Aswin Antony Wilson	Computer Science Engineering
8	Cibin Mathew Simon	Computer Science Engineering
9	Mary Rithu K P	Computer Science Engineering
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18	Steffi Kavalakat	Elec. & Comm. Engg
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20	Amaljith Jayan	Electrical & Electronics Engg
21	Cyniac Shaji	Electrical & Electronics Engg
22	Govind S Chempapathy	Electrical & Electronics Engg
23	Harish C	Electrical & Electronics Engg
24	Reno Kuriakose	Electrical & Electronics Engg
25	Appus C S	Mechanical Engineering
26	Ashith K A	Mechanical Engineering
27	Athul Som	Mechanical Engineering
28	Devidas Achuth	Mechanical Engineering
29	Harisankar S Menon	Mechanical Engineering
30	Hriday Satish Poduval	Mechanical Engineering
31	Kasyap Padmakumar	Mechanical Engineering
32	Kiran Thomas	Mechanical Engineering
33	Nissam Abdulla	Mechanical Engineering
34	Pranav P	Mechanical Engineering
35	Santhra Krishnan P	Mechanical Engineering
36	Surej Krishna J Prabhu	Mechanical Engineering
37	Varun Das	Mechanical Engineering

B-14

UP37



HRD/3T/18-19/12052445

Mr. Surej Krishna J Prabhu
Candidate ID: 12052445
Narayana Mandhir,
Old Thirumala, Mullackal P.O
Alappuzha - 688010
Kerala
India
Ph: (91) 98475 84918

May 17, 2018

Dear Surej,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.05.17 16:52:37 +05:30
Reason: Offer Letter
Location: Bangalore

[B-14]

UP37

(P)
Infosys®

60



HRD/3T/18-19/12052445

Mr. Surej Krishna J Prabhu
Candidate ID: 12052445
Narayana Mandhir,
Old Thirumala, Mullackal P.O
Alappuzha - 688010
Kerala
India
Ph: (91) 98475 84918

May 17, 2018

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Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1991PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0281
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.05.17 16:52:37 +05:30
Reason: Offer Letter
Location: Bangalore

B-P-14.

Infosys®

59



HRD/3T/18-19/12059345

Mr. Sibin A Pius
Candidate ID: 12059345
Neduvathussery House,
Kottat, Chalakudy
Thrissur - 680 731
Kerala
India
Ph: (91) 70122 91681

May 17, 2018

Dear Albin,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.05.17 16:52:37 +05:30
Reason: Offer Letter
Location: Bangalore

B-14

57

Candidate ID : 12052437:: DOJ :11-Jun-18 :: Look forward to having you onboard



Infosys_LPCampus <Infosys_LPCampus@infosys.com>
06-06-2018 14:40

To: santhya.kochanp@gmail.com

Dear Santhya Irishan P,

As per our discussion, you have confirmed that you would be joining us on 11-Jun-18. Please get in touch with us in case anything is required, and do remember to carry the documents as specified. Once again, we look forward to having you onboard!

We hope you have completed your Launchpad details and authenticated the same.

Regards,
Anantha S
Your Onboarding Advisor
0224031236 / 0821403121
Launchpad Team

UP18

(74)

(P)

(13)



Infosys



RHDISTV15-1911073897

Mr. Hriday Sankh Peddural
Cash Id: 12592317
Vikram Chitra Madhoo
M4 Road, East Madh, Bangalore
Thiruv - 600121
Kerala
India
Ph: (91) 7730 44114

June 08, 2013

Dear Hriday,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
CVP - Head HR

INFOSYS LIMITED
One Info Park, Bangalore
4th Floor, 4th Stage
Electronic City, HSR Layout
Bangalore 560 090, India
T: 91 80 2852 0000
F: 91 80 2852 0900
www.infosys.com
© 2013 Infosys Limited

Digitally signed by RICHARD LOBO
Date: 2013.06.08 16:14:30 +05'30'
Reason: Offer Letter
Location: Bangalore



UP 33

B 14

HRD/TF/18-19/12052082

Mr. Harisankar S Menon
Candidate ID: 12052082
Kuruveetti(H),
Kottanellur P.O Irinjalakuda
Thrissur - 680662
Kerala
India
Ph: (91) 94951 70118

May 29, 2018

Dear Harisankar,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED

CIN: L26113KA1987PLC013118

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T: 91 80 2352 0261
F: 91 80 2352 0302

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.05.29 18:10:22 +05:30
Reason: Offer Letter
Location: Bangalore

Infosys



Devidas Achuth

1002205



Infosys Launchpad

Hi Athul Som

Welcome to Infosys Mysore!

You are just a step away from becoming an 'infosion', from being a part of an organization that is dynamic, innovative, diverse and multicultural. Our thirst for continuous innovation fuels our spirit to improve the present, transform the world, and make the future a better place.

The Infosys Launchpad team would like you to enjoy your journey, as the best is yet to come. Creating opportunities that will help you grow both professionally and personally; and bring out your true potential. Join us as we push boundaries and reach uncharted frontiers, because at Infosys we are always people with a mission to amplify our capabilities. We are looking forward to seeing you at your joining date mentioned in your offer letter - **18 Jul 18** at Infosys Campus, Mysore.

We hope you've received at least a mail and uploaded all your relevant documents on the Launchpad portal regarding your joining.

Upon completion of your Launchpad process, PDF forms would be generated. Please ensure to download them and carry the prints even before you check-in on the day.

Reporting Time:

The check-in time slot along with unique registration number has already been notified to you via mail from offer_mysore@infosys.com



Infosys Limited,
No.350, Hebbal Electronics City,
Hebbal Industrial Area,
Mysuru, Karnataka 570027
0821 240 4101 / 3982200 / 3982222

Venue: You will have to report at CV-2. The security guard at main gate will guide you to the venue for the day. Only authorized Infosys employees at every check point will expedite your check-in process.

Contact: HR Helpdesk 491 89965 (ext 43)

Infosys



Ashith A
1001151



set last name <aset@scmsgroup.org>

IBS Offer Confirmation 17-18

Rajesh T S <Rajesh.Thankappan@ibspic.com>
To: "aset@scmsgroup.org" <aset@scmsgroup.org>

Hi Sahadevan,

We have selected 8 students from your college & offer letter will be couriered before 31 Dec 2017. Please discuss with the students & let us know if they are ready to accept the offer or not process accordingly.

If the reply is positive or negative, let us know at the earliest & confirm the below college address for couriering the offer letter.

#	Name	College	College Address	Name of Placement Coordinator	Mobile number
	Arun Sree P S - CS	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Arjun SS - EC	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Alexandra Alor - CS	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Justin Jay - CS	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Dhyan Davis - EC	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Akshay Sivadas - CS	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Abhis C Suresh - ME	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441
	Mohamed Fuaad - ME	SCMS School of Engineering and Technology	Professor Placement SCMS School of Engineering and Technology Vidya Nagar, Karukutty Palissery, Palissery, Kerala 683582	Prof. R Sahadevan	9441

Thanks & Regards,

Rajesh

Human Resources

IBS Software Services (P) Ltd Company

5th Floor C Block, Nila Building

Technopark Campus, Trivandrum - 695 581, Kerala, India

Mobile: +91 984 666 9029

Email: Rajesh.Thankappan@ibspic.com | www.ibspic.com

Date: 04-Jan-18

Mohamed Fuadh
SCMS School of Engineering and Technology, Palissery

Appointment Offer: Software Engineer

Dear Mohamed Fuadh,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Services Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated to you after June 2018.

IBS Software Services Private Limited



4. Probationary Period

- You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
Fixed Remuneration		Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Transport Allowance	1,600
4.	Special Allowance	10,950
5.	Food Vouchers	1,050
6.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
7.	Monthly Gross Earnings (Fixed)	28,000

Gratuity will be paid as per Payment of Gratuity Act, 1972.

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

IBS Software Services Private Limited



IndianOil-Adani Gas Pvt. Ltd.

IOAGPL/HR/GET/21/2018-19

Mr. Akshay Vijayan
SCMS

Date : 19/03/2018

Letter of Offer

Dear Mr. Akshay

With reference to your interview with us, the management is pleased to offer you the position of **Graduate Engineer Trainee** in our organization on the following terms and conditions:-

Designation	Graduate Engineer Trainee
Department	Projects
Particulars	Amount (per annum)
Basic	164000
HRA (40% of basic)	65600
Medical Reimbursement	15000
Transportation Allowance	19200
Other Allowance	103160
Bonus/Exgratia (paid annually on prorata basis, before Diwali for the previous financial year)	16800
Provident Fund (12 % of basic -Co. Contribution)	19680
Gratuity (4% of basic) (Payable at the time of service severance subject to minimum 5 years of continuous service)	6560
Gross Remuneration (CTC per Annum)	410000
Gross Remuneration (CTC per Month)	34167
Training Period	One Year
Location	Ernakulam

Note: Location mentioned here is the initial place of posting. Candidate can be transferred to any of the IOAGPL location post joining.

You are requested to acknowledge the copy of this offer letter as a token of acceptance and the same may please be sent to us. A detailed appointment letter will be issued to you on your joining. Your joining is scheduled on 2nd July, 2018. We wish you all the best and welcome you to be a part of our organization.

Yours Sincerely,

For Indian Oil-Adani Gas Pvt. Ltd.

Ehashit Dholakia
Director

Accepted

AKSHAY VIJAYAN
Signature for Acceptance

06/04/18



IndianOil-Adani Gas Pvt. Ltd.

IOAGPL/HR/GET/22/2018-19

Mr. Appu C S
ICMS

Date : 19/03/2018

Letter of Offer

Dear Mr. Appu

With reference to your interview with us, the management is pleased to offer you the position of **Graduate Engineer Trainee** in our organization on the following terms and conditions:-


Designation	Graduate Engineer Trainee
Department	Projects
Particulars	Amount (per annum)
Basic	164000
HRA (40% of basic)	65600
Medical Reimbursement	15000
Transportation Allowance	19200
Other Allowance	103160
Bonus/Exgratia (paid annually on prorata basis, before Diwali for the previous financial year)	16800
Provident Fund (12 % of basic -Co. Contribution)	19680
Gratuity (4% of basic) (Payable at the time of service severance subject to minimum 5 years of continuous service)	6560
Gross Remuneration (CTC per Annum)	410000
Gross Remuneration (CTC per Month)	34167
Training Period	One Year
Location	Ernakulam

• **Location** mentioned here is the initial place of posting. Candidate can be transferred to any of the IOAGPL location post joining.

You are requested to acknowledge the copy of this offer letter as a token of acceptance and the same may please be sent to us. A detailed appointment letter will be issued to you on your joining. Your joining is scheduled on 2nd July, 2018. We wish you all the best and welcome you to be a part of our organization.

Yours Sincerely,

For Indian Oil-Adani Gas Pvt. Ltd.


Anashit Dholakia
Director

Accepted


APPUS CS
Signature for Acceptance

06/04/18



IndianOil-Adani Gas Pvt. Ltd.

IOAGPL/HR/GET/23/2018-19

Mr. Sandeep G Menon
SCMS

Date : 19/03/2018

Letter of Offer

Dear Mr. Sandeep

With reference to your interview with us, the management is pleased to offer you the position of **Graduate Engineer Trainee** in our organization on the following terms and conditions:-

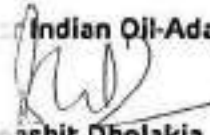
Designation	Graduate Engineer Trainee
Department	Projects
Particulars	Amount (per annum)
Basic	164000
HRA (40% of basic)	65600
Medical Reimbursement	15000
Transportation Allowance	19200
Other Allowance	103160
Bonus/Exgratia (paid annually on prorata basis, before Diwali for the previous financial year)	16800
Provident Fund (12 % of basic -Co. Contribution)	19680
Gratuity (4% of basic) (Payable at the time of service severance subject to minimum 5 years of continuous service)	6560
Gross Remuneration (CTC per Annum)	410000
Gross Remuneration (CTC per Month)	34167
Training Period	One Year
Location	Ernakulam

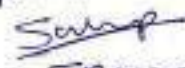
Note: Location mentioned here is the initial place of posting. Candidate can be transferred to any of the IOAGPL location post joining.

You are requested to acknowledge the copy of this offer letter as a token of acceptance and the same may please be sent to us. A detailed appointment letter will be issued to you on your joining. Your joining is scheduled on 2nd July, 2018. We wish you all the best and welcome you to be a part of our organization.

Yours Sincerely,

For Indian Oil-Adani Gas Pvt. Ltd.


Brashit Dholakia
Director

Accepted

SANDEEP. G. MENON
Signature for Acceptance

6/4/18

Dear Mr. R. Schuchman

Geotitles from Sutherland

It was indeed a pleasure being in your institution for Campus Hiring. I'm hereby mentioning the detail who have cleared Non Voice rounds of interviews & has been shortlisted as a 'Co-Contributions to the below Candidate

S.No	Department	Domain	First Name	Last Name	PHONE	Alternative Number	Email	DOB	Fathers name
1	B.tech	CSE	Chippy	Jerome	9539311311	8592029797	chippyjerome263@gmail.com	26-Mar-96	Jerome Ber
2	B.tech	CSE	Hanna	Ibrahim	9895729772	9447344729	hanna.ibrahim@gmail.com	17-Jan-96	Ibrahim
3	B.tech	CSE	Divya	M	9745176081	9447202315	divyamurali0212@gmail.com	2-Dec-96	Muraleedhara Pa
4	B.tech	EEE	Karthi	V Nair	9497412857	8281653457	karthi@mailpoets@gmail.com	11-Mar-96	K. Viswanat
5	B.tech	EEE	Vishnu	KS	9037079349	9447929779	uvishnu4497@gmail.com	4-Apr-97	Sudhakara
6	B.tech	Automobile	Naveen	Radhakrishnan	8891477317	9605471101	naveenradhakrishnan6@gmail.com	9-Apr-95	Radhakrishna
7	B.tech	CSE	Srihari	Krishnan	8594027670		srihari0906@gmail.com	9-Aug-96	Krishnan
8	B.tech	ECE	Unu	George	8281900594	9446741694	linugeorgep@gmail.com	4-Nov-95	George The
9	B.tech	ECE	Nandini	Prakash	9446504206	9446334206	nandinip96@gmail.com	10-Jul-96	Prakash B.
10	B.tech	ECE	Arjun	K Menon	3281566003	9447514995	arjunmenon2296@gmail.com	22-May-96	M K Men
11	B.tech	CSE	Rose Mary	Baby	9447183219	7593962717	rosemarybaby@gmail.com	21-Mar-95	Baby Jose
12	B.tech	ME	Gokul	R	8921676836	9446836521	gokul007spirit@gmail.com	5-Apr-95	Radhakrish

The Provisional offer letter for the Candidate would reach your Institution within the next few days.

Regants

 **Stephen Rajan**
HR-Campus Team
Chennai
044-42297534

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2018
EE



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING
& TECHNOLOGY

Date : 25-Jan-2018

Dear AKASH MON

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

Dear Gokul,

Thank you for joining the Sutherland Talent Network! We look forward to staying in touch with you regarding news and employment opportunities on our Team.

Best Regards,

Sutherland Talent Acquisition Team

In view of EU's General Data Protection Regulation (GDPR), we have updated our privacy policies. We will need to process your personal data for purposes connected to your employment with the company in the normal course of the recruitment process or as needed to comply with applicable laws. This may mean transferring your data outside the European Union and disclosing it to third parties. A complete privacy notice is available [here](#). If you would like to have your information removed from our database, please click [here](#). Understand that this will remove your information from future career opportunities.

2 of 8

sset last name <sset@scmsgroup.org>

Fwd: 2018 India Voyage Program Communication

Dr. Varun G Menon <varunmenon@scmsgroup.org>

Wed, Jul 4, 2018 at 1:09 PM

To: SSET <sset@scmsgroup.org>

Cc: "Sahadevan R." <sahadevan@scmsgroup.org>

----- Forwarded message -----

From: surejkrishna96@gmail.com <surejkrishna96@gmail.com>

Date: Wednesday, July 4, 2018

Subject: Fwd: 2018 India Voyage Program Communication

To: "varunmenon@scmsgroup.org" <varunmenon@scmsgroup.org>

Sent from my ASUS

----- Original Message -----

From: "Mainker, Shanta"

Sent: Tue, 03 Jul 2018 19:02:06 +0530

To: surejkrishna96@gmail.com

Cc: "Raghava, Arti", "Puthran, Sheetal", "Mahambrey, Mugdha", "Kasbe, Samuel"

Subject: 2018 India Voyage Program Communication

Dear Surej,

Greetings from Marriott International Human Resources Team, South Asia!

This is to offer to you as **'Voyage - Graduate Development Trainee - Engineering'** on behalf of Marriott International's operating hotels and new hotel openings in India. Please consider this email as a formal confirmation of your employment from our end. The program is starting with an induction program in Mumbai on July 26, 2018. Work location assigned to you is **Goa Marriott Hotel**. Property HR team will further connect with you to discuss logistics & other joining formalities.

During the program you may be assigned different hotels as per business needs. On successful completion of the program after 18 months, you will graduate as an **'Assistant Manager'**.

Your compensation entitlement will be as follows:

Total Remuneration

1st Year (1-9 months) : 25,000

2nd Year (10-18 months) : 28,000

Graduation : 37,000

(upon successful completion of the program)

The break-up of your salary, benefits & entitlements will be provided in the appointment letter issued by the property, post your acceptance on the offer.

Please revert at the earliest so that we can move forward accordingly.

We thank you for your patience & understanding.

Best Regards,

The Recruiting Team

Marriott International

—
Thanks and Regards,

Dr. Varun G Menon

Associate Professor, Computer Science Engineering

Exe. Officer, Corporate Relations & International Collaborations

SCMS School of Engineering and Technology

Kerala, India-683582

Office: +91-484-2450330 Mob: +91-8714504684

Web: <http://www.scmsgroup.org/sset/computer-science-engineering/dr-varun-g-menon>

2018



sset last name <sset@scmsgroup.org>

Fwd: 2018 India Voyage Program Communication

Dr. Varun G Menon <varunmenon@scmsgroup.org>

To: SSET <sset@scmsgroup.org>

Cc: "Sahadevan R." <sahadevan@scmsgroup.org>

Wed, Jul 4, 2018 at 1:31 PM

----- Forwarded message -----

From: Jerin Das <jerindas96@gmail.com>

Date: Wednesday, July 4, 2018

Subject: Fwd: 2018 India Voyage Program Communication

To: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>

----- Forwarded message -----

From: Jerin Das <jerindas96@gmail.com>

Date: Tue, 3 Jul 2018, 19:31

Subject: Re: 2018 India Voyage Program Communication

To: Mainker, Shanta <Shanta.Mainker@marriott.com>, <sajeex.paul@marriott.com>

Received mail offer accepted
Will be joining at the date specified.
Thanking you
Jerin Das

On Tue, 3 Jul 2018, 19:04 Mainker, Shanta, <Shanta.Mainker@marriott.com> wrote:

Dear Jerin,

Greetings from Marriott International Human Resources Team, South Asia!

This is to offer to you as '**Voyage - Graduate Development Trainee - Engineering**' on behalf of Marriott International's operating hotels and new hotel openings in India. Please consider this email as a formal confirmation of your employment from our end. The program is starting with an induction program in Mumbai on July 26, 2018. Work location assigned to you is **The Westin Mumbai Garden City**. Property HR team will further connect with you to discuss logistics & other joining formalities.

During the program you may be assigned different hotels as per business needs. On successful completion of the program after 18 months, you will graduate as an '**Assistant Manager**'.

2018

sset last name <sset@scmsgroup.org>

Fwd: 2018 India Voyage Program Communication**Dr. Varun G Menon** <varunmenon@scmsgroup.org>

Wed, Jul 4, 2018 at 1:33 PM

To: SSET <sset@scmsgroup.org>

Cc: "Sahadevan R." <sahadevan@scmsgroup.org>

----- Forwarded message -----

From: **fuadh9896** <fuadh9896@yahoo.com>

Date: Wednesday, July 4, 2018

Subject: Fwd: 2018 India Voyage Program Communication

To: varunmenon@scmsgroup.org

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: "Mainker, Shanta" <Shanta.Mainker@marriott.com>

Date: 03/07/2018 7:13 pm (GMT+05:30)

To: fuadh9896@yahoo.com

Cc: "Raghava, Arti" <Arti.Raghava@marriott.com>, "Puthran, Sheetal" <Sheetal.Puthran@marriott-hotels.com>,

"Banerjee, Suprabhat" <Suprabhat.Banerjee@stregis.com>, "Biswas, Suborna"

<Suborna.Biswas@stregis.com>

Subject: 2018 India Voyage Program Communication

Dear **Fuad**,

Greetings from Marriott International Human Resources Team, South Asia!

This is to offer to you as **'Voyage - Graduate Development Trainee - Engineering'** on behalf of Marriott International's operating hotels and new hotel openings in India. Please consider this email as a formal confirmation of your employment from our end. The program is starting with an induction program in Mumbai on July 26, 2018. Work location assigned to you is **The St. Regis Mumbai**. Property HR team will further connect with you to discuss logistics & other joining formalities.

During the program you may be assigned different hotels as per business needs. On successful completion of the program after 18 months, you will graduate as an **'Assistant Manager'**.

technology. Your success
is our success.

KSB

KSB MIL/HR/84/2018
August 01, 2018

Mr. Nandhu K Sunil
Kunnummal House
CORR-158, Nantha Lane,
Changampuzha Road,
Edappally - 682 024

Subject: Letter of Appointment - Graduate Engineer Trainee (GET)

Dear Mr. Nandhu,

We are pleased to inform you that you have been selected to undergo training as Graduate Engineer Trainee (GET) under the Apprentices Act 1961, at our Factory, on the following terms and conditions:

1. You will be on training for a period of One Year, commencing from August 01, 2018 up to and including July 31, 2019.
2. You will be paid stipend of Rs. 20,000/- (Rupees Twenty Thousand only) p.m. during the period of your training. However, no other allowance of any nature whatsoever, will be payable to you.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
4. If your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services, and your training period shall stand terminated without any further notice and/or compensation.
5. Your training can be terminated by the management at any time during the training period without notice and without assigning any reason. Further your training will be automatically terminated on the date you complete one year training and thereafter you will not have any claim whatsoever for any sort of employment with the company.
6. An amount of Rs. 5000/- per month will be retained from the stipend as retention amount and will be paid after completion of the training.

33

KSB MIL/HR/146/2019
December 31, 2019

Mr. Govind R Menon
Amrutham, P O Angadi
Via Kummaranellur
Palakkad – 679 552

Sub: Letter of Appointment – Graduate Engineer Trainee

Dear Mr. Govind,

We are pleased to inform you that you have been selected to undergo training as Graduate Engineer Trainee (GET) under the Apprentices Act (Amended 1973) at our Factory, on the following terms and conditions:

1. You will be on training for a period of One Year, commencing from December 31, 2019 up to and including December 30, 2020.
2. You will be paid stipend of Rs. 20,000/- (Rupees Twenty Thousand only) p.m during the period of your training. However, no other allowance of any nature whatsoever, will be payable to you.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
4. However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.
5. Your training can be terminated by the management at any time during the training period without notice and / or without assigning any reason. Further your training will be automatically terminated on the date you complete one year training and there after you will not have any claim whatsoever for any sort of employment with the company.
6. An amount of Rs. 5000/- per month will be retained from the stipend as retention amount and will be paid after completion of the training.

DEPT: PERSONNEL

PER: HRD: TRG: 51: 2018-19

DATE: 05.01.2019

Mr./ Ms. JERIN JOSEPH
C/o Mr. JOSEPH A L
AMMANAMTHATTIL HOUSE,
P.O MURKANAD,
THRISSUR,
PIN - 680711

Dear Sir/ Madam,

SUB: OFFER FOR APPOINTMENT IN THE BANK AS PROBATIONARY OFFICER

We are glad to inform you that you have come out successful in the Online Test, Group Discussion and Personal Interview held for the recruitment of Probationary Officers. In this regard, we have pleasure in inviting you for an induction training programme. You are therefore advised to report on **13.01.2019 before 06:00 PM** for completion of the joining formalities & residential induction training programme at your own expense at:

**MANIPAL ACADEMY OF BANKING
SURVEY NO. 36, CHOKKANAHALLI,
HEGDE NAGAR, THANISANDRA MAIN ROAD,
JAKKUR POST, BANGALORE NORTH, BANGALORE - 560064
(LANDMARK: NEAR DIANA COLLEGE/ BHARTI CITY)
TEL:080-66021000**

The duration of the programme will be 13 days from **14.01.2019 to 26.01.2019**. Your accommodation is arranged from **13-01-2019**. In case you do not report for the induction training programme, your selection for the post of Probationary Officer will stand nullified and your name will be removed from the list.

Submission of original documents/ credentials

You are required to produce the following while reporting, on failure of which the offer given to you will be treated as withdrawn.

- Your educational qualification certificates and mark lists in original (Xth std onwards up to final year B.E/ B.Tech mark-lists, semester mark cards & certificates) along with one self attested xerox copy thereof. You have to keep with you the attested copies of original certificates. The original certificates will be returned to you normally on your completion of 3 years of active service in the Bank.
- Your SSLC/ Matriculation/ Higher Secondary Certificate for verifying the date of birth along with one self attested xerox copy of the respective page showing the date of birth.
- Relieving certificate from your present/previous employer, if you are/were employed.
- Three latest passport size photographs.
- A proof /certificate of Salary/Income of your parents & other earning members of your family from the concerned authorities.

...2



14 10/54 (P)

XTECHS
TESTINGS PVT LTD
An ISO 9001:2008 Certified Company



Experience Certificate

This is to certify that Mr. John Jistine has been employed by XTECHS TESTING PVT LTD as NDT technician in Hindustan petroleum corporation Ltd during the period of 15-01-2019 to 14-07-2019.

His skills and qualification proved successful with regards to task assigned to him. This certificate was issued to him upon his own request to be submitted to whom it may concern without any liabilities towards others.

Date: 18-07-2019

Name: Harpreet Singh

Title: Managing Director

Signature:



UST Global



**Amresh
Sasi Kumar
94358**

Issuing Signatory

Blood Group: B+

24, Nda, Technopark Campus, Trivandrum-695501
India, T. 0411-4040000, 2335777, Kochi-0484 1040000
Chennai-044 4392000, Bangalore-080 4244000

This card is the property of UST Global. If found,

please return it to the above address.

B-14

26

P

**UPSPL**
Integrated Services

Ref: UPS/CHE/HRD/351/19-20

30/04/2019

To,
Mr. Christo Vargheese,
Mysore.

Dear Mr. Christo Vargheese,

Subject: Appointment Letter

We thank you for exploring opportunities with UPSPL. We are pleased to offer you the Position of **Trainee at UPSPL** at our Site premises SPR Distilleries Pvt Ltd. Your date of joining will be on or before **04/04/2019**. Your yearly CTC will be **Rs. 2,27,244/-**.

This amount is inclusive of the statutory benefits and applicable taxes to be deducted at source by the Company. You will be on probation for six months from the date of joining. Your performance will be reviewed at the end of your probation period. Management reserves the right to extend or terminate employment at the end of your probation period if it is not satisfied with your performance.

This offer and your employment with UPSPL are contingent on your satisfactory completion of all verification and background/ reference checks, which may occur at any time prior to / after your effective joining date. If the background check reveals unfavorable results, you will be liable to disciplinary action including termination of service without notice one time lunch will be provided at company working hours.

At the time of joining, photocopy of the following documents should be submitted. Please produce the original copies, which would be returned after verification.

Photocopy of all educational proof, Aadhar Card, Five passport size photos, Relieving letter from your previous employer and Pay slip of last three months from the previous employer.

Please sign and return to us the duplicate copy of this letter as token of your acceptance. Please note that this offer stands cancelled if there is any delay in the date of joining without intimation or approval from UPSPL. Please feel free to get back to us for further queries / clarifications.

With best wishes and looking forward to a long and mutually beneficial association.

Yours Sincerely,

For UPSPL Integrated Services Private Limited

Prabhu G
Manager - HR**UPSPL Integrated Services Private Limited**

CHENNAI - H.Q.: New #5, Old #18, East Avenue,
Kebonpattinam, R.A. Puram, Chennai-600 016, India
Tel: +91 44 4105 1100
info@upspl.com www.upspl.com
CIN: U74889TN2018PTC120379

BENGALURU - #5, Marathi Complex, 3rd Floor, 8th & Main, Banaswadi Main Road
Bengaluru, Karnataka-560 043, Tel: +91 80 4277 2267 / 14

HYDERABAD: #5-1-30, Post Boxed Chamber, A.C. Saurin, Lakdikapul
Hyderabad-Telangana-500 004

Timely & Reliable

B-A

45 P

SÜD-CHEMIE
CREATING PERFORMANCE TECHNOLOGY



July 15, 2018

Shreyas Unnikrishnan
"Lakshmi Shreyas"
Puthenchira Esat
Kizhakkumuri
Dist. Thrissur-686 682.

SÜDCHEMIE INDIA PVT. LTD.

Regd. Office & Works
Edappi Industrial Development Area
P. O. Binnapuzha
Kochi 683 502, Kerala, India
Tel: 0484 6546 000
Fax: 0484 6546 059
E-mail: coching@sud-chemie-india.com
www.sud-chemie-india.com
CIN: U54209KL1905PTC062217

Considering your request and based on the discussions you had with us, we are pleased to engage you as an Apprentice Trainee in Maintenance department of our organisation under the 'Certified Standing Orders of the Company' for a period of one year from 16th July 2018 on the following terms.

1. During the apprenticeship you will report in our Maintenance department.
2. Your apprenticeship will be for a period of one year from 16th July 2018 to 15th June 2019, after which it will automatically come to an end. Since the apprenticeship is purely for you to learn and acquire skills for your future employment, you will neither have any right nor a lien on the job held by you.



Sakthi Auto Component Ltd

Pallagoundenpalayam - 638 056, Uthukuli (TK)

Tiruppur Dt. T.N. Phone : 04294 - 243401-04

Name :

RAQIB AHMAD



Design : **Gov. ACT APPR**

Card No. : **665552**

Period of

07/01/2019

Appr Trg :

06/01/2020

Sign. & Holder



HR & Welfare

TOYOTA



NANDHU
SUNIL

ROBINSON
SOLUTIONS



Name: Arun Kishor Nair

Dep id / Emp code: 2055350

Deputed at: Bangalore

Designation: Trainee
Gender: M Production

Gender: Male Production

ATTENDANCE CARD

PILOTSMITH (INDIA) PVT. LTD.

KALLETUMKARA P.O.,
TRICHUR Dist. - 680 683

Name: *Bhaskar Kumar G.*

Emp. No. *690*

Month: *August*

Year: *2019*

Unit: *PKS, Haryana*

Remarks:

02/08/19 - Puthukkottam

03/08/19 - Puthukkottam

10/08/19 - Puthukkottam

*11/08/19 Puthukkottam
every 5.00 - 6.00 PM
Puthukkottam*

12/08/19 - Puthukkottam

15/08/19 - Puthukkottam - Manjeri

Verified by:



Mr. Abhishek.S
Pattamana Madom
Post - Mannancherry
Alaphey
Kerala - 688538

June 03, 2019

Dear Abhishek,

SUB: LETTER OF ENGAGEMENT AS TRAINEE

With reference to your application Dated 09th April 2019 and the subsequent interview you had with us, we are pleased to inform you that you have been selected for undergoing Training in our Organization as a Trainee on the following terms and conditions:

1. NATURE OF ENGAGEMENT:

You will be engaged as a **Graduate Engineer Trainee**

2. DURATION OF TRAINING:

The duration of training will be for a period of 24 months from the date of commencement of the Training at the Organization with effect from **July 04, 2019**. Unless the Establishment extends the period of your Training, in writing, solely at their discretion or absorbs you in the regular employment, your Training shall automatically stand terminated at the expiry of the Training period of 24 months or extended period of Training.

3. STIPEND:

During the Training period you will be paid a consolidated all-inclusive monthly stipend as follows:

- a) **First year of Training:** INR 22,000/- per month (Indian Rupee Twenty-Two Thousand only), the detailed structure is enclosed in Annexure 1.
- b) **Second year of Training:** INR 25,000/- per month (Indian Rupee Twenty-Five Thousand only), the detailed structure is enclosed in Annexure 1.

4. MEDICAL FITNESS:

This letter of engagement will be subject to your being medically fit by the medical officer specified by the company. Your continuation in training will be subject to your remaining medically fit.

Registered Office & Plant:
Nexteer Automotive India Private Limited
Plot No. 98A, Phase II, KIADB Industrial Area,
Jigani, Anekal Taluk, Bengaluru-560105, WDM
Tel: [91] [80] 71721100, Fax: [91] [80] 27825452/27826290

www.nexteer.com

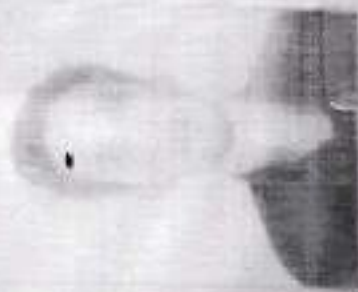
MARE

ANKENPALLY

Name:

Aravind Venugopal

Employee No: 618730



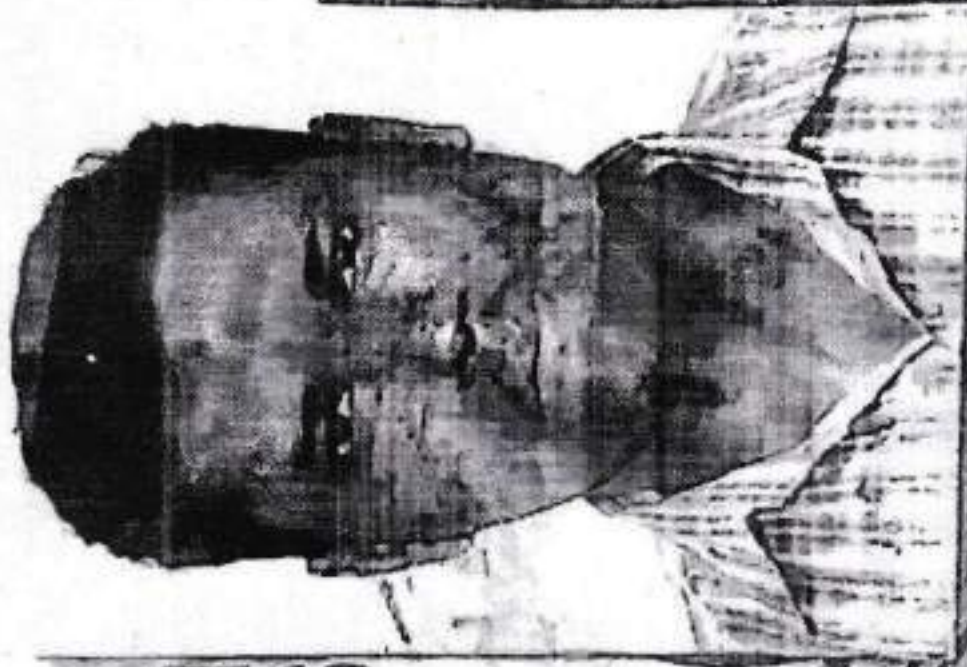
On contract with

Maahindra LOGISTICS

Name : DHANESH . K

Designation : Sorter

Location : Falcon, Kalamasserry



Grey matter

|Real stuff resources

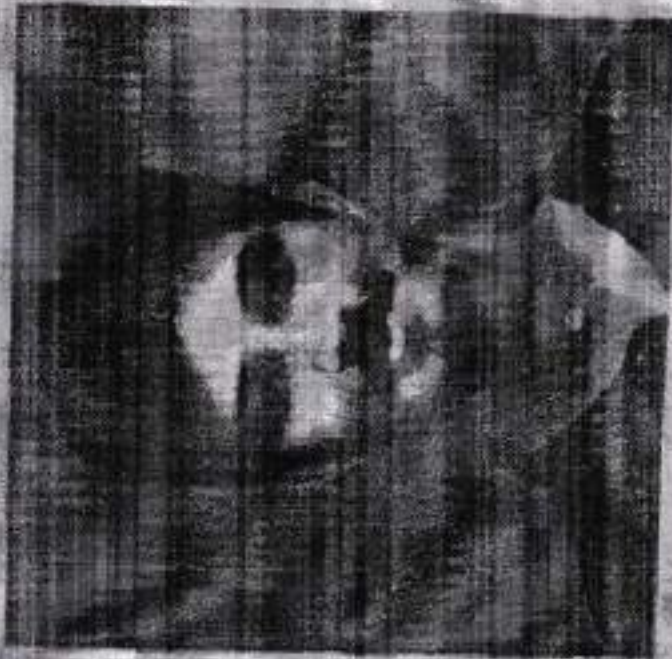
2nd Floor, Vattoly Estate, St Vincent Road,

Near Matha Tourist Home, Ernakulam North, Cochin-18

Ph: 0484-4052553, 0484-4052554



द्रव जोर प्रणाली केन्द्र, वलियमला, तिरुवनंतपुरम
LIQUID PROPULSION SYSTEMS CENTRE
Valiamala, Thiruvananthapuram



TA01788

किरण वीजय के
KIRAN VIJAY K

स्नातक शिक्षु
GRADUATE APPRENTICE

Valid upto: 17/01/2020

Rein
Issuing Authority



द्रव मोदन प्रणाली केन्द्र, वलियमला तिरुवनंतपुरम
LIQUID PROPULSION SYSTEMS CENTRE
Valiamala, Thiruvananthapuram



TA01791

कौस्तुभ के एन
KAUSTHUBH K N

स्नातक शिक्षु
GRADUATE APPRENTICE

Valid upto: 17/01/2020

Seint
Issuing Authority

B-14

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LIC

भारतीय जीवन बीमा निगम
LIFE INSURANCE CORPORATION OF INDIA

Sales Dept, Teevan Prakash, Kozhikode 673001
Phone No. 0495-2728717, 2728716, 2728715.
E-mail: sales.kozhikode@licindia.com

Ref: Sales

Date: 26.11.2019

Shri/Smt./Kum. **MIRUDUL K RAMESH**
GOPAL
ATHOLI

COZHICODE
KERALA-673315

Dear Sir/Madam,

Re: Your Appointment as Apprentice development officer

With reference for your application for Apprentice development officer you are hereby requested to report to Sales Training Centre, LIC of India Divisional Office Compound, LIC road, Kozhikode-673001 after 3.00 PM on 1-12-19 (Sunday) for a one month training. Training is compulsorily residential in nature and under no circumstances the trainees shall be allowed to stay outside or commute. You are requested to carry towels, toiletries, personal items etc necessary for your personal use. Please ensure formal dress code both in the class room as well as in training centre.

Your ADO appointment letter will be issued on the first day of training. The enclosed form of indemnity bond is to be executed on Rs. 500 stamp paper and you have to bring it while coming for training along with attested copy of identity proof having address of the surety. Surety should be a person having sound financial standing and not related to you. Please also bring your recent Passport size photo.

Wishing you all success.

Yours faithfully

Manager (Sales)

off campus

UP-34

B 14



BPCL

Kochi Refinery

Migrant No.

PDPP Work Site

Pass No. 227



हेकेंदार Contractor... OFFSHORE INFRASTRUCTURE

कार्य स्थान Work Spot... PDPP

नाम Name... HRIDY SATISH PODUVAL

पिता का नाम Name of Father... GANGADHARA SA

आयु Age... 22 लिंग Sex... MALE

पता Address... VHAVAS, JAYA, NEAR K
TEMPLE, IRINJALAKKUDA

वैध Valid up to... 11/08/2019

कार्य समय

Time of work : 0800 to 1700 Hrs

हेकेंदार के अज्ञात
Signature of Contractor

Issuing Authority
BPCL- Kochi Refine

KAMCO

Kerala agro machinery corporation ltd

(A Government of Kerala Undertaking)

Regd. Office: Athani-683 585, Ernakulam Dist., Kerala

Ph: (0484) 2474301 to 2474305 (5 lines), Fax: (0484) 2474589

E-mail: kamco@satyam.net.in, website: www.kamcoindia.com



APPRENTICE

Name: Ignatious Alfus

Badge No: 00174

Design: Graduate in Mee Engg

Holder's Signature

GM(HR)I-C

SO CERTIFIED COMPANY

भारतीय अंतरिक्ष अनुसंधान संगठन
विक्रम साराभाई अंतरिक्ष केंद्र
तिरुवनंतपुरम 695022

Indian Space Research Organisation
Vikram Sarabhai Space Centre
Thiruvananthapuram - 695 022

T7128



RAVISHANKAR H

Grad Apprentice

TRMF/REP/SPRE

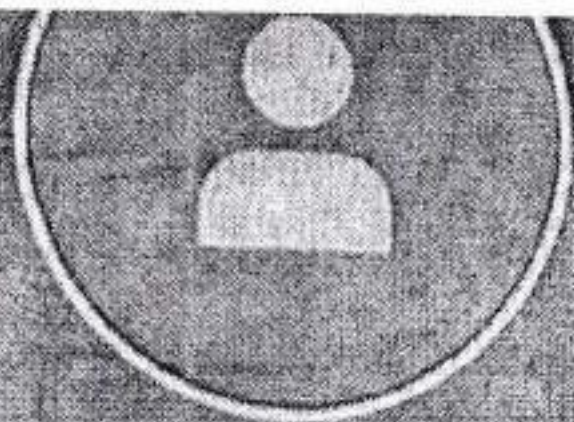


मान्यता

Valid thru 30/05/2020

12000

जारीकर्ता अधिकारी



UMESH M

MSPIN: 884060

Name

UMESH M

Phone

8111800575

Designation

RSE

Team Leader

Dealer Code

Y202-Y2

INDUS MOTOR COMPANY

PRIVATE LIMITED

THE FERTILISERS AND CHEMICALS TRAVANCORE LTD
UDYOGAMANDAL



TOKEN

TEMPORARY/APPRENTICE

T No : 60370

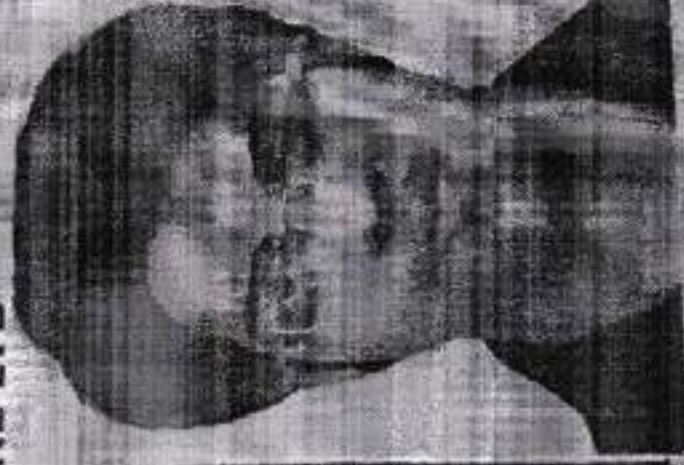
Assigned to : MIJU MICHAEL SIBY

Discipline : B.TECH IN MECHANICAL

Valid up to : 31.01.2020

Date : 01.02.2019

Code.No: 311401



Signature Of Issuing Authority

B-19

4/28

ENTUPLE

HR/001/17

Date: 30 Aug 2019

To,

Mr. Allen George Abraham

Offer Letter

Dear Mr. Allen,

We are pleased to offer you the role of "Project Engineer" with the joining date of 01 September 2019.

You shall report to Vijayan Nandanan. You shall be based at Tiruvandur, or any other place or city within India or outside India, as decided by the Company from time to time.

Your annual remuneration will be INR 3,40,000/-

All payments and reimbursements shall be subject to tax deductions at source as applicable.

Your appointment will be governed by the following terms and conditions:

1. You shall be on probation for a span of six (6) months. During the probation period, your compensation and entitlements, if any, shall be in accordance with the Company's Personnel Policy, in force.

2. At the end of the Probation Period, the company may confirm, extend or terminate your services, depending upon your performance during the Training Period.

3. You will be required to work nine hours a day, which includes lunch break. Work timings and schedules may vary based on customer service requirements and depending upon exigencies of business, as specified by the company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role. You may also be required to travel and/or re-locate to another location as per the company's requirements.

4. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business. You will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval from the Management.

5. You will be required to effectively carry out all duties and responsibilities assigned to you by your Manager and/or others authorized by the company to assign such duties and responsibilities. Your Supervisors or the company's appraisal system will periodically evaluate your performance.

6. You will be required to strictly abide by the Company Policy in effect from time to time as applicable to all employees of the company. The Company Policy details the rules applicable to employees including the dress code, leave policy, medical benefits as also the responsibilities of employees in general including work ethics and the enforcement rules of the company and the inclusion/non-inclusion on various grounds of the company.

7. It is your responsibility to notify the Company of any changes in your personal information within 15 days. Such notification shall be in writing and shall be sent to your Manager with a copy to the Human Resources Department. All notices to you shall be considered duly and properly delivered if addressed to the address furnished to the company.

8. During the Probation Period, the Company may terminate your employment agreement at any time without notice, upon Business Days prior to the written notice of payment in full to the company. In the event the company finds you to be

CRAFTSMAC LABORATORIES PRIVATE LIMITED

CIN: U73100KL2014PTC037456

IX/412 C1, INFOPARK ROAD, KUSUMAGIRI P.O., KAKKANAD, KOCHI.

PIN: 682030, KERALA, INDIA.

Tel: +91 9495606562 Email: nipuncm@craftsmac.com

Appointment Letter

To
Gokul Vijay,
Manikyamangalam House,
Patteripuram, Aluva P.O.,
Ernakulam -683101

Date: 16 August 2019

Dear Gokul

With reference to our discussions and agreement, I am pleased to appoint you as R&D Engineer with Craftsmac Labs at Kakkanad office effective from this day. Your appointment is as per the terms and conditions in the Offer Letter and Non-Disclosure Agreement.

For Craftsmac Laboratories Pvt. Ltd.



Nipun Cherian Manjooran
Managing Director

Colgate



Name : Gokul R
Emp Code : TISS14410
Blood Group : O -ve
Designation : Co-ordinator Market Development
Contact No : 9921070834

YOUR PARTNER ON ORAL HEALTH

Implementation date : 28.04.2019

Version no : 05

Mr. GOKUL R

Issue Date: 23/1/2020

Deputee Code: TISS14410



Dear Mr. GOKUL R,

Fixed Term Employment On Contract

We welcome you to Temp India Staffing Services (TISS) to work as a CMD- Pathanamthitta on the following terms and conditions of the Contract:

1. Your services are based on contract of Fixed Term Employment (FTE Contract) herein. Your FTE Contract will be valid from 23/1/2020 until 22/1/2021 i.e. for a period of 12 months. The FTE contract shall expire by efflux of time unless it is specifically extended/ renewed in writing by us. During this tenure, your monthly Cost To Company (CTC) would be Rs.21562 and annual Cost to Company would be Rs.258744 (Salary Break up attached - Schedule A).
2. Your employment with us is subject to your deployment with one of our Clients for rendering services as per the requirements of our client. You will be currently deputed at Cochin and may be subject to change, which will be informed to you from time to time during your FTE Contract with us.
3. For all purposes, TISS will be your sole employer during the period of FTE Contract and you shall be entitled to receive such benefits as agreed in your FTE Contract entered herein with TISS.
4. Either Party may terminate this FTE Contract at any time by providing to the other party 30 Day's advance notice in writing. Upon termination of this FTE Contract, you shall forthwith return to our client or its authorized representative all data, information, documents and communications, including all material and assets, which may have been provided to you during the time of deputation with our client.
5. In case of breach of any conditions herein including the service conditions, clients rules and regulations, performance issues, misconduct, violation of any policies by you, then in such case, this FTE Contract may be terminated by us forthwith without any notice period.
6. You shall strictly comply with all provisions contained in TISS Code of Conduct including the Code of Conduct Policy and Anti-bribery policies of our client during your deployment with them.
7. This FTE Contract is conditional to your successful background check and providing of your necessary documents and records for the purpose of verification and any use for processing of your compensation and benefits, if any.
8. You shall retain all Confidential Information in strict confidence, secrecy and use the same only for the business purpose for which it has been provided to you / acquired by you; Confidential Information being any information disclosed to you, including without limitation, any information derived therefrom not generally known in the industry in which our client is or may become engaged and which in any way relates to the Assignment or our client's products, processes and services;
9. You will be eligible for applicable statutory dues like PF, ESI, Professional tax, TDS Labour welfare fund, statutory bonus etc as may be applicable from time to time as per law during the FTE contract.
10. We at TISS would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. We treat business ethics no different from personal ethics leading to an atmosphere that is exciting, transparent, rewarding and challenging.

You are requested to print and return a signed copy of this letter as a token of your acceptance.

Wishing you the very best!

For Temp India Staffing Services Pvt. Ltd.

I hereby accept the above mentioned terms and conditions.

Yours Truly,

Authorized Signatory

Accepted and Signed
[Mr. GOKUL R]
Date

Temp India Staffing Services Pvt. Ltd.
HEAD OFFICE: G-118, Sushant Lok, Phase - 3, Sector - 57, Gurgaon - 122002
www.TempIndia.co.in CIN:U74140HR2012PTC047052

UP 47

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B-14

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The Learning App



GP GOKUL

EMP ID NO : **TNL21825668**
BLOOD GROUP : **O+**
EMERGENCY NO : **9961922670**

www.byjus.com



TeamLease™

Skills University

Sponsored By
TeamLease Education Foundation



Name of the

Trainee: Gouri Shankar J

Trainee ID : TR10223164

Undergoing On-the-job Training

Bosch Limited-AA-South

(TeamLease Skills University)

Authorized Signatory

apollo APOLLO TYRES LTD.

P.O. Perambra - 680 689, Thrissur Dist., Kerala
Tel : (0480) 2725901-09, Fax: 91-480-2725922

ID/ATTENDANCE CARD

Name : DION C MATHENS

Clock No: A4926



Dion Mathens

Employee's Signature

[Signature]

Issuing Authority

(P) 98-14

apollo APOLLO TYRES LTD.

P.O. Perambra - 680 689, Thrissur Dist., Kerala
Tel : (0480) 2725901-09, Fax: 91-480-2725922

ID/ATTENDANCE CARD

Name : **DELO DEVASSY**

Clock No: **A 4892**



[Handwritten Signature]

Employee's Signature

[Handwritten Signature]

Issuing Authority

(P) B-14

CP 52

apollo APOLO TYRES LTD.

P.O. Perambra - 680 689, Thrissur Dist., Kerala
Tel : (0480) 2725901-09, Fax: 91-480-2725922



ID/ATTENDANCE CARD

Name: AKSHAY K M

Clock No: A 4826

A handwritten signature in dark ink, appearing to read 'Akshay K M'.

Employee's Signature

A handwritten signature in dark ink, appearing to be a stylized 'A' or similar mark.

Issuing Authority



B-14

Provisional Selection Letter for GME 29 Batch

Inbox



DEL- TRG - Anjali P... 21 Aug

to me, DEL-TRG



Dear Akash Krishnakumar Nair,

Application No. : GMEX011118002340

GME Batch : XXIX

You have been **Provisionally Selected*** by Anglo Eastern Ship Management to undergo eight months Pre-Sea training course – **Graduate Mechanical Engineering** at Anglo Eastern Maritime Academy, Karjat starting in Nov 2019.

1. In order to confirm your seat for this course, you are required to make an advance fees payment of **INR 36,000/- (Rupees Thirty Six Thousand Only)** to "Anglo Eastern Maritime Academy" positively by **09th Sep'19** (as per the attached fee structure & instructions) , **failing which the seat will be offered to the next eligible candidate**

ANGLO-EASTERN

IDENTITY CARD

Name : Varghese Joy

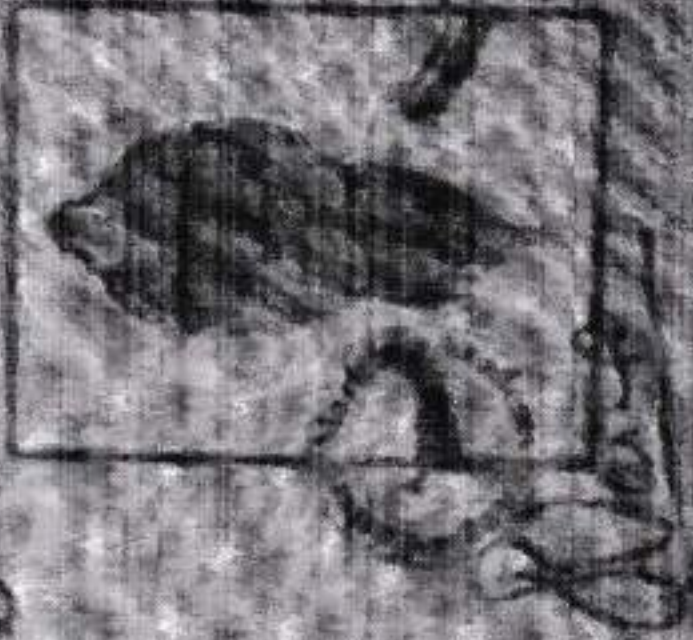
Designation : ENGINE CADET

Batch : GME 27

Roll No. : AEMA/GME/2019/1435

Date Of Birth : 19/10/1994

Blood Group : O+Ve



ANGLO-EASTERN MARITIME ACADEMY

18-19
08/19



Hi Aaron,

Further to our discussions that we had, we congratulate you on behalf of Amazon.com on your selection for the role of Data Associate.

We would require you to kindly share the following documents as given below. Please send the scanned copies.

1. Previous Employment Documents
[Companies – last 3 months Salary Slips, offer letter and relieving letters]
2. Aadhar card and Pan Card (both are a must)
3. Highest qualification certificate

Scanned copy of the above organized as folders namely

- Address_Photo_Proof
- Education Certificates
- Employment details

Zip these file as one in your name and send it to me by mail.

Please make sure that you have the Pan Card number and the bank account details handy before the joining date.

Kindly send the above details to us before tomorrow.

Thanks,

Deekshita Srinivasan

Recruiter | Talent Acquisition | Chennai



ADVENSER®



ABHIRAJ V
EMP CODE : AJV485

ADVENSER ENGINEERING SERVICES PVT. LTD
403, 4TH FLOOR, LULU CYBER TOWER
INFOPARK, KAKKANAD, COCHIN - 682042
PH : +91 484 298 8448
www.advenser.com



sset last name <sset@scmsgroup.org>

Offer letter from Infosys Limited of 37 selected Candidates

Fri, May 11, 2018 at 2:57 PM

SSET <sset@scmsgroup.org>
 To: Prajaith ch <prajaitth.c@gmail.com>, jezim jalal <jezimjalal@gmail.com>, sandhra ms <sandhrams165@gmail.com>, Sangeetha Nair <sangeethanair796@gmail.com>, Vishnu Sankar <vishnusankar839@gmail.com>, A Anand <a.anand.91119@gmail.com>, Aswin Wilson <aswinantonywilson@gmail.com>, CIBIN SIMON <cibinmathewsimon@gmail.com>, lakshmi radha <lakshmiradha.shrirudhram@gmail.com>, Rithu Paul K <rithumarya05@gmail.com>, Vidya Vijayan <vidyavijayan54@gmail.com>, Abhishek Saseendran <abhishek.saseendran9@gmail.com>, Anju V <anjuvamadevan9@gmail.com>, Blessy John <blessy.bliss121@gmail.com>, Chandni Ks <chandnikomath@gmail.com>, Keerthi Mohanan <keerthiem95@gmail.com>, Riya Rajeev <riyarajeev1997@gmail.com>, sck1996@hotmail.com, vanair458@gmail.com, AmAlJiTh JaYaN <amaljithjayan143@gmail.com>, Cyriac Shaji <cyriacshaji11@gmail.com>, Govind S <govinds95@gmail.com>, harishchakiath@gmail.com, Reno Kuriakose <reno61095@gmail.com>, APPU SASEENDRAN <appucsasi@gmail.com>, Ashith ka <ashithkanil@gmail.com>, somathul@gmail.com, Achuth Devidas <achuthdevidas@gmail.com>, hari sankar <sankarbhaihello@gmail.com>, Hriday Poduval <hriduval96@gmail.com>, Kasyap PadmKumar <kasyap657@gmail.com>, kiran thomas <kiranthomas5@gmail.com>, Nissam Abdulla <nissamibnukalam@gmail.com>, Pranav Prem <pranavvellila@gmail.com>, santhra.krishnanp@gmail.com, SUREJ KRISHNA J PRABHU <surejkrishna96@gmail.com>, varun das <varun.cr278@gmail.com>

----- Forwarded message -----

From: Sonu Jose <sonu.jose@infosys.com>

Date: Fri, May 11, 2018 at 2:34 PM

Subject: RE: Request for offer letter from SSET of 37 selected Candidates

To: SSET <sset@scmsgroup.org>

Dear Prof. Sahadevan,

Good afternoon. Greetings !

We have started the onboarding process for our 2018 batch campus hires and as always, we are onboarding them in batches. The **students will get receive their offer letters to their registered mail IDs, one month prior to their date of joining.**

Regards,
 Sonu Jose

INFOSYS PLACED STUDENTS (2018 BATCH)**SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY**

Sl no.	Name of the student	Branch
1	Prajaith C	Automobile Engineering
2	Jezim N J	Civil Engineering
3	Sandhra M S	Civil Engineering
4	Sangeetha Nair	Civil Engineering
5	Vishnu Sankar S	Civil Engineering
6	A Anand	Computer Science Engineering
7	Aswin Antony Wilson	Computer Science Engineering
8	Cibin Mathew Simon	Computer Science Engineering
9	Mary Rithu K P	Computer Science Engineering
10	Shivaranjini R M	Computer Science Engineering
11	Vidya Vijayan	Computer Science Engineering
12	Abhishek Saseendran	Elec. & Comm. Engg
13	Anju V	Elec. & Comm. Engg
14	Blessy John George	Elec. & Comm. Engg
15	Chandni K S	Elec. & Comm. Engg
16	Keerthi E M	Elec. & Comm. Engg
17	Riya Rajeev	Elec. & Comm. Engg
18	Steffi Kavalakat	Elec. & Comm. Engg
19	Vaishnav S	Elec. & Comm. Engg
20	Amaljith Jayan	Electrical & Electronics Engg
21	Cyniac Shaji	Electrical & Electronics Engg
22	Govind S Chempapathy	Electrical & Electronics Engg
23	Harish C	Electrical & Electronics Engg
24	Reno Kuriakose	Electrical & Electronics Engg
25	Appus C S	Mechanical Engineering
26	Ashith K A	Mechanical Engineering
27	Athul Som	Mechanical Engineering
28	Devidas Achuth	Mechanical Engineering
29	Harisankar S Menon	Mechanical Engineering
30	Hriday Satish Poduval	Mechanical Engineering
31	Kasyap Padmakumar	Mechanical Engineering
32	Kiran Thomas	Mechanical Engineering
33	Nissam Abdulla	Mechanical Engineering
34	Pranav P	Mechanical Engineering
35	Santhra Krishnan P	Mechanical Engineering
36	Surej Krishna J Prabhu	Mechanical Engineering
37	Varun Das	Mechanical Engineering



HRD/3T/18-19/12052345

Mr. Prajaith C
Candidate ID: 12052345
Chakkadath House,
Civil Station P.O, Thavakkara
Kannur - 670002
Kerala
India
Ph: (91) 96054 66904

June 08, 2018

Dear Prajaith,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.06.08 16:14:24 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/18-19/12052345

June 08, 2018

Mr. Prajaith C
Candidate ID: 12052345
Chakkadath House,
Civil Station P.O, Thavakkara
Kannur - 670002
Kerala
India
Ph: (91) 96054 66904

Dear Prajaith,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **July 09, 2018**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2017-2018. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.



This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Prajaith C
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
PERSONAL ALLOWANCE	2,935
MONTHLY GROSS SALARY	21,161

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
FIXED GROSS SALARY (FGS) (1+2+3)	22,500

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

ANNEXURE- II
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Prajaith C
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	21,978

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	23,551

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



SCMS School of Engineering and Technology-Congratulations to the Selected Candidates

Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>
To: "sset@sonargroup.org" <sset@sonargroup.org>
Cc: Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>

Dear Mr. R. Schuchman

Geertus, Fort Sutherland

It was indeed a pleasure being in your institution for Campus Hiring. I'm hereby mentioning the detail who have cleared Non Voice rounds of interviews & has been shortlisted as a 'Co-Contributions to the below Candidate

S.No	Department	Domain	First Name	Last Name	PHONE	Alternative Number	Email	DOB	Fathers name
1	B.tech	CSE	Chippy	Jerome	9539311311	8592029797	chippyjerome263@gmail.com	26-Mar-98	Jerome Ber
2	B.tech	CSE	Hanna	Ibrahim	9895729772	9447344729	hannaibrahim@gmail.com	17-Jan-96	Ibrahim
3	B.tech	CSE	Divya	M	9745176081	9447202315	divyamurali0212@gmail.com	2-Dec-96	Muralidhara Pa
4	B.tech	EEE	Karthik	V Nair	9497412857	8281653457	karthiknairpisces@gmail.com	11-Mar-96	K. Viswanat
5	B.tech	EEE	Vishnu	KS	9037079249	9447029779	uvishnu4497@gmail.com	4-Apr-97	Sudhakar
6	B.tech	Automobile	Navneet	Radhakrishnan	8891477317	9605471101	navneetradhakrishnan6@gmail.com	9-Apr-96	Radhakrishna
7	B.tech	CSE	Srihar	Krishnan	8594027670		srihar0906@gmail.com	9-Aug-96	Krishnan
8	B.tech	ECE	Unu	George	8281900594	9446741894	linugeorgep@gmail.com	4-Nov-95	George Tho
9	B.tech	ECE	Nandini	Prakash	9446504206	9446334206	nandiniprakash@gmail.com	10-Jul-96	Prakash B
10	B.tech	ECE	Arjun	K Menon	8281566003	9447814995	arjunmenon2296@gmail.com	22-May-96	M K Men
11	B.tech	CSE	Rose Mary	Baby	9447183219	7593962717	rosemarybaby@gmail.com	21-Mar-95	Baby Jose
12	B.tech	ME	Gokul	R	8921676836	9446836521	gokul007spirit@gmail.com	5-Apr-95	Radhakrish

The Provisional offer letter for the Candidate would reach your Institution within the next few days.

Results

 **Stephen Rajan**
HR Campus Team
Chennai
044-42297534

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2018
EE



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : SCMS SCHOOL OF ENGINEERING
& TECHNOLOGY

Date : 25-Jan-2018

Dear AKASH MON

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



Offer: Computer Consultancy

Ref: TCSL/DT20184944193/Trivandrum

Date: 26/12/2018

Mr. Praveen Raymand
Kalathiparambil House Near Power House, Chapel Lane,
Aluva Kseb Office,
Aluva-683101,
Kerala.
Tel# -

Dear Praveen Raymand,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/DT20184944193

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

TCS Confidential

TCSL/DT20184944193

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Infopark, Kusunmagin PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card

You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.

- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



Postgraduate)

- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

TCS Confidential

TCSL/DT20184944193

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Praveen Raymand
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Annexure 2

Regional Offices

Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore - 560 066 Tel: 080 - 67247000 Fax: 080 - 28410114
Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162535	Delhi Lead-Talent Acquisition Tata Consultancy Services 5 th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwade, Pune - 411 006 Tel: 020 - 66087777 Fax: 020 - 66087107	Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



sset last name <sset@scmsgroup.org>

Offer letter from Infosys Limited of 37 selected Candidates

Fri, May 11, 2018 at 2:57 PM

SSET <sset@scmsgroup.org>
 To: Prajaith ch <prajaiith.c@gmail.com>, jezim jalal <jezimjalal@gmail.com>, sandhra ms <sandhrams165@gmail.com>, Sangeetha Nair <sangeethanair796@gmail.com>, Vishnu Sankar <vishnusankar839@gmail.com>, A Anand <a.anand.91119@gmail.com>, Aswin Wilson <aswinantonywilson@gmail.com>, CIBIN SIMON <cibinmathewsimon@gmail.com>, lakshmi radha <lakshmiradha.shrirudhram@gmail.com>, Rithu Paul K <rithumarya05@gmail.com>, Vidya Vijayan <vidyavijayan54@gmail.com>, Abhishek Saseendran <abhishek.saseendran9@gmail.com>, Anju V <anjuvamadevan9@gmail.com>, Blessy John <blessy.bliss121@gmail.com>, Chandni Ks <chandnikomath@gmail.com>, Keerthi Mohanan <keerthiem95@gmail.com>, Riya Rajeev <riyarajeev1997@gmail.com>, sck1996@hotmail.com, vanair458@gmail.com, AmAlJiTh JaYaN <amaljiithjayan143@gmail.com>, Cyriac Shaji <cyriacshaji11@gmail.com>, Govind S <govinds95@gmail.com>, harishchakiath@gmail.com, Reno Kuriakose <reno61095@gmail.com>, APPU SASEENDRAN <appucsasi@gmail.com>, Ashith ka <ashithkanil@gmail.com>, somathul@gmail.com, Achuth Devidas <achuthdevidas@gmail.com>, hari sankar <sankarbhaihello@gmail.com>, Hriday Poduval <hriduval96@gmail.com>, Kasyap PadmKumar <kasyap657@gmail.com>, kiran thomas <kiranthomas5@gmail.com>, Nissam Abdulla <nissamibnukalam@gmail.com>, Pranav Prem <pranavvellila@gmail.com>, santhra.krishnanp@gmail.com, SUREJ KRISHNA J PRABHU <surejkrishna96@gmail.com>, varun das <varun.cr278@gmail.com>

----- Forwarded message -----

From: **Sonu Jose** <sonu.jose@infosys.com>
 Date: Fri, May 11, 2018 at 2:34 PM
 Subject: RE: Request for offer letter from SSET of 37 selected Candidates
 To: SSET <sset@scmsgroup.org>

Dear Prof. Sahadevan,

Good afternoon. Greetings !

We have started the onboarding process for our 2018 batch campus hires and as always, we are onboarding them in batches. The **students will get receive their offer letters to their registered mail IDs, one month prior to their date of joining.**

Regards,
 Sonu Jose

INFOSYS PLACED STUDENTS (2018 BATCH)**SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY**

Sl no.	Name of the student	Branch
1	Prajaith C	Automobile Engineering
2	Jezim N J	Civil Engineering
3	Sandhra M S	Civil Engineering
4	Sangeetha Nair	Civil Engineering
5	Vishnu Sankar S	Civil Engineering
6	A Anand	Computer Science Engineering
7	Aswin Antony Wilson	Computer Science Engineering
8	Cibin Mathew Simon	Computer Science Engineering
9	Mary Rithu K P	Computer Science Engineering
10	Shivaranjini R M	Computer Science Engineering
11	Vidya Vijayan	Computer Science Engineering
12	Abhishek Saseendran	Elec. & Comm. Engg
13	Anju V	Elec. & Comm. Engg
14	Blessy John George	Elec. & Comm. Engg
15	Chandni K S	Elec. & Comm. Engg
16	Keerthi E M	Elec. & Comm. Engg
17	Riya Rajeev	Elec. & Comm. Engg
18	Steffi Kavalakat	Elec. & Comm. Engg
19	Vaishnav S	Elec. & Comm. Engg
20	Amaljith Jayan	Electrical & Electronics Engg
21	Cyniac Shaji	Electrical & Electronics Engg
22	Govind S Chempapathy	Electrical & Electronics Engg
23	Harish C	Electrical & Electronics Engg
24	Reno Kuriakose	Electrical & Electronics Engg
25	Appus C S	Mechanical Engineering
26	Ashith K A	Mechanical Engineering
27	Athul Som	Mechanical Engineering
28	Devidas Achuth	Mechanical Engineering
29	Harisankar S Menon	Mechanical Engineering
30	Hriday Satish Poduval	Mechanical Engineering
31	Kasyap Padmakumar	Mechanical Engineering
32	Kiran Thomas	Mechanical Engineering
33	Nissam Abdulla	Mechanical Engineering
34	Pranav P	Mechanical Engineering
35	Santhra Krishnan P	Mechanical Engineering
36	Surej Krishna J Prabhu	Mechanical Engineering
37	Varun Das	Mechanical Engineering



HRD/3T/18-19/12052127

Mr. Vishnu Sankar S
Candidate ID: 12052127
Mangalath House, Kanapilly,
Eloor North, Udyogamandal P.O
Ernakulam - 683501
Kerala
India
Ph: (91) 94003 34426

June 08, 2018

Dear Vishnu,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T: 91 80 2852 0261
F: 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.06.08 16:14:05 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/18-19/12052070

Ms. Sandhra M S
Candidate ID: 12052070
Melitte House,
P.O. Anchery
Thrissur - 680006
Kerala
India
Ph: (91) 99471 49415

May 29, 2018

Dear Sandhra,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.05.29 18:10:21 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/18-19/12051838

Ms. Sangeetha Nair
Candidate ID: 12051838
Thalodil Housem,
Cochin Palace P.O., Via Tripanithura
Ernakulam - 682301
Kerala
India
Ph: (91) 77360 73700

May 29, 2018

Dear Sangeetha,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CN: 1851130A1001PLC01 0115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 8281
F 91 80 2852 0302
askus@infosys.com
02044107107-6, 2728

Digitally signed by RICHARD LOBO
Date: 2018.05.29 18:10:07 +05:30
Reason: Offer Letter
Location: Bangalore



sset last name <sset@scmsgroup.org>

Recruitment_Cubes International Developers

hr@cubesdevelopers.com <hr@cubesdevelopers.com>

Thu, Sep 20, 2018 at 5:16 PM

Reply-To: hr@cubesdevelopers.com

To: mahendra@scmsgroup.org, "Dr. Varun G Menon" <varunmenon@scmsgroup.org>, sset@scmsgroup.org

Dear All,

Happy to inform you that we have absorbed one more candidate from your campus to our team

Candidate Name : Denny S Joseph ✓

Thanks for your guidance and co operation

Thanks & Regards

Titto Francis

Head Finance & Operations

Cubes International Developers



sset last name <sset@scmsgroup.org>

Fwd: Recruitment_ Cubes International Developers

hr@cubesdevelopers.com <hr@cubesdevelopers.com>

Thu, Jul 19, 2018 at 6:03 PM

Reply-To: hr@cubesdevelopers.com

To: "Dr. Varun G Menon" <varunmenon@scmsgroup.org>, sset@scmsgroup.org, mahendra@scmsgroup.org

Dear Team @SCMS

We are pleased to inform that, we have selected following candidates in Cubes International Developers team

SL No	Candidate Name	Designation
1	Sinju N S	Site Engineer
2	Nandu Rajeev ✓	Site Engineer

Your support and guidance really helped us to pick up right candidate.

Thanks & Regards

Titto Francis
Head - Finance & Operations
Cubes International Developers

----- Forwarded message -----

From: hr@cubesdevelopers.com

[Quoted text hidden]



et.BES

INTERNATIONAL DEVELOPERS

Private & Confidential

OFFER LETTER

20/07/2018

Denny S Joseph
Ananda Bhavan
Maradu
Kochi
Kerala - 682 304

Dear Denny S Joseph

With reference to your interview and subsequent discussions we held with you, we are pleased to offer you the position of Site Engineer in our organization.

Your cost to the company (CTC) including all the benefits would be Rs 1.44 Lakh (One Lakh Forty Four Thousand only) per annum.

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

Terms and Conditions

Your employment is subject to the HR, business and operating policies of Cubes Developers in force from time to time, which may be revised by Cubes International Management Services at its absolute discretion.

Some of the terms and conditions are detailed in Annexure I.

NH-47, Kalamasseryl Kochi



Private & Confidential

OFFER LETTER

20/07/2018

Sinju N S
Naroth House
Junior Janatha Road
Vyttila P O
Kochi
Kerala - 682 019

Dear Sinju N S

With reference to your interview and subsequent discussions we held with you, we are pleased to offer you the position of **Site Engineer** in our organization.

Your cost to the company (CTC) including all the benefits would be **Rs 1.44 Lakh (One Lakh Forty Four Thousand only)** per annum.

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

Terms and Conditions

Your employment is subject to the HR, business and operating policies of Cubes Developers in force from time to time, which may be revised by Cubes International Management Services at its absolute discretion. Some of the terms and conditions are detailed in Annexure I.

A handwritten signature in blue ink, appearing to be "S. Sinju", is written over the company name.

Cubes International Developers

S 501 | 5th Floor | Crescens Tower | NH-47 | Kalamassery | Kochi | 682033

SBI VYTILLA : 2013 4897349 : (Account Number)

IFSC CODE : SBIN0008694

Account holder name: Sinju N S



Pre-employment Checks

This offer of employment is subject to satisfactory completion of pre-employment checks including medical tests as required by the company. Prior to joining, you are also required to provide us with the following documents:

- Two passport size color photographs
- Copies of last three months salary slip
- Photocopies of all academic qualification certificates starting class X
- Address Proof (Aadhar Card)
- Copy of the Pan Card

You are requested to sign and return a copy of this letter to us as a token acceptance of our offer and acceptance of the terms and conditions.

We wish you a great and professionally enriching career with Cubes International Developers.

Yours Sincerely,



For Cubes International Developers

Titto Francis

Head- Finance & Operations

I agree to accept employment on the terms and conditions mentioned in the above letter

Name & Signature: Sinju N S

A handwritten signature in blue ink, appearing to be "Sinju N S".

Date: 21-07-2018

Place: Vyttila

Cubes International Developers
S 501 | 5th Floor | Crescens Tower | NH-47 | Kalamassery | Kochi | 682033



Annexure I

Date of joining

You are expected to join the services of the Company on or before 01/08/2018, failing which this offer of employment will stand automatically withdrawn unless any extension is granted by the company in writing. You are required to send us a copy of the acknowledgement and inform us of the status of your resignation at your current employer within 7 days from the date of issuance of this offer letter.

Probationary Period

3 months. During this period if found unsuitable trade wise or medically unfit the company has full right to terminate the contract without giving any prior notice and any compensation in this case. The employee will bear the cost repatriation.

Transfer

Your services are liable to transfer to any location where our company has offices, on deputation to the offices of our associate companies or partners.

Retirement age

Your retirement age will be 60 years and is subject to the Company's policies in force from time to time. The age for this purpose will be taken from your employment application form, as declared by you.

Other employment

You are not permitted to accept any employment, part-time or otherwise, or take interest directly or indirectly in any business activity likely to compete with those in which the Company is interested. You are required to devote your whole time, attention and ability to the business of this Company and to observe all the rules and regulations, which are made applicable from time to time.

A handwritten signature in blue ink, appearing to be "S. S. S.", is located above the company address.

Cubes International Developers
S 501 | 5th Floor | Crescens Tower | NH-47 | Kalamassery | Kochi | 682033



Confidentiality

During the course of your employment you will have to critical financial and other information. You are required to ensure that you maintain utmost confidentiality in handling such information or data; further you shall not use or divulge or disclose any such confidential information except as may be required under obligation of law or as may be required by the Company. This covenant shall endure during the course of your employment as well as on cessation of your employment with Cubes International Developers (irrespective of the circumstances of, or the reasons for the cessation).

General

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to or affect your commitments under this employment.
- b. All payments under this agreement are subject to statutory deductions including income tax wherever applicable.

Notice Period

This contract of employment is terminable, without reasons by either party giving either one months notice or three months depending on your level. You will be required to serve the notice period as above or till the date the Company decides to relieve you whichever is earlier. Payment or recovery of salary in lieu of any unserved notice period will be at the discretion of the Company. Notwithstanding above, the Company may at its discretion relieve you without notice or salary in lieu of the same, if the business interests of the Company warrant so.

A handwritten signature in blue ink, appearing to be "S. S. S.", is written over a circular stamp that is partially visible.

Cubes International Developers
S 501 | 5th Floor | Crescens Tower | NH-47 | Kalamassery | Kochi | 682033



Private & Confidential

OFFER LETTER

20/07/2018

Nandu Rajeev
Padinjareveliyil House
Udayamperoor
Poothotta P O
Kochi
Kerala - 682 307

Dear Nandu Rajeev

With reference to your interview and subsequent discussions we held with you, we are pleased to offer you the position of **Site Engineer** in our organization.

Your cost to the company (CTC) including all the benefits would be **Rs 1.44 Lakh (One Lakh Forty Four Thousand only)** per annum.

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

Terms and Conditions

Your employment is subject to the HR, business and operating policies of Cubes International Developers in force from time to time, which may be revised by Cubes International Management Services at its absolute discretion. Some of the terms and conditions are detailed in Annexure I.

Cubes International Developers
S 501 | 5th Floor | Crescens Tower | NH-47 | Kalamassery | Kochi | 682033

A handwritten signature in black ink, appearing to read "Nandu", is written over a horizontal line.



Pre-employment Checks

This offer of employment is subject to satisfactory completion of pre-employment checks including medical tests as required by the company. Prior to joining, you are also required to provide us with the following documents:

- Two passport size color photographs
- Copies of last three months salary slip
- Photocopies of all academic qualification certificates starting class X
- Address Proof (Aadhar Card)
- Copy of the Pan Card

You are requested to sign and return a copy of this letter to us as a token acceptance of our offer and acceptance of the terms and conditions.

We wish you a great and professionally enriching career with Cubes International Developers.

Yours Sincerely,

For

For Cubes International Developers

Tito Francis

Head- Finance & Operations



I agree to accept employment on the terms and conditions mentioned in the above letter

Name & Signature: **NANOU RAJEEV**

Date: **21/07/18**

Place: **Kalamassery**

Cubes International Developers
S 501 | 5th Floor | Crescens Tower | NH-47 | Kalamassery | Kochi | 682033



Annexure I

Date of joining

You are expected to join the services of the Company on or before 01/08/2018, failing which this offer of employment will stand automatically withdrawn unless any extension is granted by the company in writing. You are required to send us a copy of the acknowledgement and inform us of the status of your resignation at your current employer within 7 days from the date of issuance of this offer letter.

Probationary Period

3 months. During this period if found unsuitable trade wise or medically unfit the company has full right to terminate the contract without giving any prior notice and any compensation in this case. The employee will bear the cost repatriation.

Transfer

Your services are liable to transfer to any location where our company has offices, on deputation to the offices of our associate companies or partners.

Retirement age

Your retirement age will be 60 years and is subject to the Company's policies in force from time to time. The age for this purpose will be taken from your employment application form, as declared by you.

Other employment

You are not permitted to accept any employment, part-time or otherwise, or take interest directly or indirectly in any business activity likely to compete with those in which the Company is interested. You are required to devote your whole time, attention and ability to the business of this Company and to observe all the rules and regulations, which are made applicable from time to time.

Cubes International Developers
S 501 | 5th Floor | Crescens Tower | NH-47 | Kalamassery | Kochi | 682033

A handwritten signature in black ink, appearing to read "S. Ramesh", is written over a circular stamp that is partially visible.



Confidentiality

During the course of your employment you will have to critical financial and other information. You are required to ensure that you maintain utmost confidentiality in handling such information or data; further you shall not use or divulge or disclose any such confidential information except as may be required under obligation of law or as may be required by the Company. This covenant shall endure during the course of your employment as well as on cessation of your employment with Cubes International Developers (irrespective of the circumstances of, or the reasons for the cessation).

General

a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to or affect your commitments under this employment.

b. All payments under this agreement are subject to statutory deductions including income tax wherever applicable.

Notice Period

This contract of employment is terminable, without reasons by either party giving either one months notice or three months depending on your level. You will be required to serve the notice period as above or till the date the Company decides to relieve you whichever is earlier. Payment or recovery of salary in lieu of any unserved notice period will be at the discretion of the Company. Notwithstanding above, the Company may at its discretion relieve you without notice or salary in lieu of the same, if the business interests of the Company warrant so.

Cubes International Developers
S 501 | 5th Floor | Crescens Tower | NH-47 | Kalamassery | Kochi | 682033

A handwritten signature in black ink, appearing to read "S. Ramesh", is written over a circular stamp that is partially visible.



Private & Confidential

OFFER LETTER

Dear Mr. Anilkumar Nair

With reference to your interview and subsequent discussions we held with you, we are pleased to offer you the position of **Site Engineer** in our organization.

Your cost to the company (CTC) including all the benefits would be **Rs 1.44 Lakh (One Lakh Forty Four Thousand only)** per annum.

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

Terms and Conditions

Your employment is subject to the HR, business and operating policies of Cubes Developers in force from time to time, which may be revised by Cubes International Management Services at its absolute discretion. Some of the terms and conditions are detailed in Annexure 1.

Pre-employment Checks

This offer of employment is subject to satisfactory completion of pre-employment checks including medical tests as required by the company. Prior to joining, you are also required to provide us with the following documents.

- Two passport size color photographs
- Copies of last three months salary slip
- Photocopies of all academic qualification certificates starting class X
- Address Proof (Aadhar Card)
- Copy of the Pan Card

You are requested to sign and return a copy of this letter to us as a token acceptance of our offer and acceptance of the terms and conditions.

We wish you a great and professionally enriching career with Cubes International Developers.

Yours Sincerely,



For Cubes International Developers

Tito Francis

Head- Finance & Operations

Cubes International Developers

S 501 | 5th Floor | Crescens Tower | NH-47 | Kalamassery | Kochi | 682033

Private & Confidential

OFFER LETTER

Dear Ajith K,

With reference to your interview and subsequent discussions we held with you, we are pleased to offer you the position of **Site Engineer** in our organization.

Your cost to the company (CTC) including all the benefits would be **Rx 1.44 Lakh (One Lakh Forty Four Thousand only)** per annum.

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

Terms and Conditions

Your employment is subject to the HR, business and operating policies of Cubes Developers in force from time to time, which may be revised by Cubes International Management Services at its absolute discretion. Some of the terms and conditions are detailed in Annexure I.

Pre-employment Checks

This offer of employment is subject to satisfactory completion of pre-employment checks including medical tests as required by the company. Prior to joining, you are also required to provide us with the following documents:

- Two passport size color photographs
- Copies of last three months salary slip
- Photocopies of all academic qualification certificates starting class X
- Address Proof (Aadhar Card)
- Copy of the Pan Card

You are requested to sign and return a copy of this letter to us as a token acceptance of our offer and acceptance of the terms and conditions.

We wish you a great and professionally enriching career with Cubes International Developers.

Yours Sincerely,


 **CUBES**
INTERNATIONAL DEVELOPERS

For Cubes International Developers

Tito Francis

Head- Finance & Operations

Cubes International Developers

S 501 | 5th Floor | Crescens Tower | NH-47 | Kalamassery | Kochi | 682033

Private & Confidential

OFFER LETTER

Dear Amma Sudhakar

With reference to your interview and subsequent discussions we held with you, we are pleased to offer you the position of **Site Engineer** in our organization.

Your cost to the company (CTC) including all the benefits would be **Rs 1.44 Lakh (One Lakh Forty Four Thousand only)** per annum.

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

Terms and Conditions

Your employment is subject to the HR, business and operating policies of Cubes Developers in force from time to time, which may be revised by Cubes International Management Services at its absolute discretion. Some of the terms and conditions are detailed in Annexure 3.

Pre-employment Checks

This offer of employment is subject to satisfactory completion of pre-employment checks including medical tests as required by the company. Prior to joining, you are also required to provide us with the following documents:

- Two passport size color photographs
- Copies of last three months salary slip
- Photocopies of all academic qualification certificates starting class X
- Address Proof (Aadhar Card)
- Copy of the Pan Card

You are requested to sign and return a copy of this letter to us as a token acceptance of our offer and acceptance of the terms and conditions.

We wish you a great and professionally enriching career with Cubes International Developers.

Yours Sincerely,



For Cubes International Developers

Tito Francis

Head- Finance & Operations

Cubes International Developers

S 501 | 5th Floor | Crescens Tower | NH-47 | Kalamassery | Kochi | 682033

41/1004, VADAKUMTHALA BUILDING
ARANGATH CROSS ROAD, PULLEPPADY
COCHIN - 682019

Employee Name : SHANA IQBAL
Designation : JUNIOR DESIGN ENGINEER TRAINEE
Month : AUGUST

Earnings		Amount	Deductions		Amount
Fixed Basic		7360.00	Loss of Amount on leave taken		0.00
Fixed Bonus			Amount of Late marking		0.00
			Loan amount		
Flexible Pay			Salary Advance		
Performance Incentive		1380.00	PF Contribution		
Company Incentive		460.00			
Bonus for Non-vailed CL					
Total Earnings		9200.00	Total Deductions		0.00
NET PAY					9200.00



GEO STRUCTURALS PVT.LTD

Transforms Concept to Creation

GEO TECHNICAL AND STRUCTURAL CONSULTANTS

OFFER LETTER

11.8.2018

Gazal Joggy,

Periyar Vista

Payyappilli Lane

Aluva 683101

Dear GAZAL JOGGY,

With reference to your interview and subsequent discussions we held with you, we are pleased to offer you the position of Site Engineer in our organization.

Your appointment will start from the date on which you join duty. You will be eligible for an amount of Rs.8000/- per month. The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

Terms and Conditions

Your employment is subject to the HR, business and operating policies of Cubes Developers in force from time to time, which may be revised by Cubes International Management Services at its absolute discretion.

Geo Structural Pvt Ltd

Vadakumthala Building, Pullepady, Cochin-682 018.

OFFER LETTER

Ref: HR-618

Dear **Harry Benny Ambookan**,

Sub: Offer of Employment

Our company is pleased to extend an offer to you for the position of graduate civil engineer. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your salary will be QAR 54,000/- per year and will be paid on a monthly basis. Additionally, we will provide full medical and dental coverage, three weeks of paid vacation. Your starting date will be December 1st, 2018, provided you pass a background check.

Your employment with Tesni International Trading and Contracting is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on December 30th.

We look forward to welcoming you to our team!

Yours faithfully,


Sreelakshmi S Nair
HR & Admin



OFFER LETTER

Ref: HR-619

Dear **Jose Thomas**,

Sub: Offer of Employment

Our company is pleased to extend an offer to you for the position of graduate civil engineer. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your salary will be QAR 48,000/- per year and will be paid on a monthly basis. Additionally, we will provide full medical and dental coverage, three weeks of paid vacation. Your starting date will be December 1st, 2018, provided you pass a background check.

Your employment with Tesni International Trading and Contracting is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on December 30th.

We look forward to welcoming you to our team!

Yours faithfully,


Steelokshmi S Nair
HR & Admin



OFFER LETTER

Ref: HR-620

Dear Sreerag R Nair,

Sub: Offer of Employment

Our company is pleased to extend an offer to you for the position of graduate civil engineer. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your salary will be QAR 51,000/- per year and will be paid on a monthly basis. Additionally, we will provide full medical and dental coverage, three weeks of paid vacation. Your starting date will be December 1st, 2018, provided you pass a background check.

Your employment with Tesni International Trading and Contracting is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on December 30th.

We look forward to welcoming you to our team!

Yours faithfully,



Sreelekshmi S Nair
HR & Admin



OFFER LETTER

Ref: HR-621

Dear Swaminath E S,

Sub: Offer of Employment

Our company is pleased to extend an offer to you for the position of graduate civil engineer. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your salary will be QAR 45,550/- per year and will be paid on a monthly basis. Additionally, we will provide full medical and dental coverage, three weeks of paid vacation. Your starting date will be December 1st, 2018, provided you pass a background check.

Your employment with Tesni International Trading and Contracting is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on December 30th.

We look forward to welcoming you to our team!

Yours faithfully,


Sreelekshmi S Nair
HR & Admin



SONY ARCHITECTS

Architects and Engineers

BRRA-46, 65/2623, 5TH AVENUE, BANK ROAD
KALOOR, ERNAKULAM - 682 017

(Old SML Architects)

PH : 9447214682, 9526975076, 8484 - 242212

E-mail: sonnyjosepharchitects@gmail.com
sonyedathus@gmail.com

ARCHITECTS: Prof. SONY JOSEPH B. ARCH, AIA, AIAA, ENGINEERS: SNEHA SONY'S Tech, SANAM SONY M Tech (Comp. Aerial Structure Design)

DATE: 03.09.2019

NAME: SNEHA JOSEPH M

SALARY OF MONTH AUGUST, 2019

Rs. 8,000/-

RUPEES IN WORDS: EIGHT THOUSAND ONLY

TOTAL Rs. 8,000/-

DIRECTOR:

EMPLOYEE SIGNATURE



A handwritten signature in cursive script, appearing to read "Sneh".

SONNY JOSEPH B. ARCH, AIAA
REGISTERED ARCHITECT
REG. No. CA/05/9078



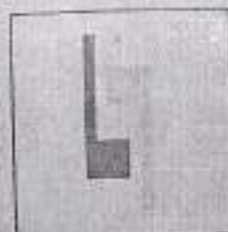
Prestige
GROUP

Add Prestige to your life



Yadukrishna V
Graduate Apprentice Trainee
Emp Code : 103800

Lifesquare Builders Pvt Ltd
Hrshivilla, Door No.15/174A
Thiruvangad
Thalassery
04902322944
Email
mail@lifesquare.org



Pay slip for the month of August 2019

Employee Name Sharisha
Designation Site engineer
Department Projects
Salary Month August

COMMENTS:

Date 02/09/2019


Company ID 06-
Phones (490) 2322944
TERMS Due on Receipt

Particulars	Advance	Amount
Basic		₹ 8000.00
House Rent Allowance		₹ 1000.00
Conveyance		₹ 500.00
Dearness Allowance		₹ 500.00
Overtime/Extra days		₹ 2500.00
Leave surrender		₹ 600.00

SUBTOTAL ₹ 13,100.00

Deduction for extra leave 0.00

Net Salary 13,100.00


Employee's Signature

OFFER LETTER

Ref No: 158423

Dear Mr.Nithin Ramachandran,

With great pleasure, I extend the following employment offer to you.

Position: Junior Engineer

Start date: No later than January 1st 2019

Salary: QR 4500 per month

This employment offer is contingent upon the successful completion of background check. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Sincerely,


Anand Vasudev
HR Manager



OFFER LETTER

Ref No: 158424

Dear Ms. Farznana Jehas,

With great pleasure, I extend the following employment offer to you.

Position: Junior Engineer

Start date: No later than January 1st 2019

Salary: QR 4500 per month

This employment offer is contingent upon the successful completion of background check. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Sincerely,


Arun S. Vasudevan
HR Manager



OFFER LETTER

Ref No: 158425

Dear Ms.Aryaunni S,

With great pleasure, I extend the following employment offer to you.


Position: Junior Engineer

Start date: No later than January 1st 2019

Salary: QR 4250/- per month

This employment offer is contingent upon the successful completion of background check. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Sincerely,


Aruna Vasudev
HR Manager



K. THOMAS & COMPANY

ENGINEERS & CONTRACTORS

VALLIAPARAMBIL HOUSE
XVI / 1302, MARKET ROAD
KOCHI - 682 005.

Phone { Off : 2224447
Fax : 2231347
Res : 2231347

01.07.2019

TO WHOMSEVER CONCERNED

This is to certify that KURIAN JACOB VALLIATH son of
Shri. Jacob Kurian was working with me as Civil Engineer from Dec
2018 to June 2019. He was a hardworking, honest and asset to me. He
was a permanent staff with me.

For K. THOMAS & COMPANY

Partner

(For K. THOMAS & COMPANY)



Ref : SAH /8901/2018

4th November 2018

Mr. Arjun K Mohan
Kaithayil House,
Velayanad P.O,
Vellangallur, Thrissur
India - 680662

Dear Mr.Arjun,

Sub : Offer of Employment

Further to the interview, we are pleased to offer you employment in our Company as Graduate Engineer Trainee (Civil). You will be on probation for a period of 1 year during which you will undergo training in various departments of the Company. You will be paid a monthly salary of RO.250/- (Rials Omani Two Hundred Fifty only) including food allowance of RO.20/- (Rials Omani Twenty Only) . Senior Staff mess facility with Cooks, and necessary support staff will be provided by the Company at Head office and major site locations. Actual cost of the foodstuff will be shared evenly between staff members.

You will also be provided with free furnished Air conditioned bachelor accommodation with utility charges paid by the Company along with Company transport , free medical benefits, gratuity , leave salary etc. To and fro air passage will be provided once in two years. The Company will be deducting an amount of RO.25/- per month from your salary which will be reimbursed to you after completion of 24 months of good service. In case of premature termination of contract before completion of 24 months, cost incurred by the company for your employment will have to be borne by you. Either party can terminate the contract with a one month notice period.

Conid ..Page 2

Page 2


Any other details specifically not mentioned will be governed by the prevailing rules and regulations of the Ministry of Manpower and the Company policies. You are expected to join the Company in Muscat within 1 month of acceptance of offer. Once your employment visa is processed, the Company will provide pre paid ticket for joining.

Kindly return a copy of this letter duly signed by you as a token of your acceptance of this offer.

Thanking you.

Yours faithfully

For Saif Salim Essa Al Harasi & Co.LLC


Shilpa George
Head (HR & Admin)



Ref : SAH /8900/2018

4th November 2018

Mr. Naveen Jones
Pallippadan House,
Alagappanagar,
Thrissur
India - 680302

Dear Mr.Naveen,

Sub : Offer of Employment

Further to the interview, we are pleased to offer you employment in our Company as Graduate Engineer Trainee (Civil). You will be on probation for a period of 1 year during which you will undergo training in various departments of the Company. You will be paid a monthly salary of RO.250/- (Rials Omani Two Hundred Fifty only) including food allowance of RO.20/- (Rials Omani Twenty Only) . Senior Staff mess facility with Cooks, and necessary support staff will be provided by the Company at Head office and major site locations. Actual cost of the foodstuff will be shared evenly between staff members.

You will also be provided with free furnished Air conditioned bachelor accommodation with utility charges paid by the Company along with Company transport , free medical benefits, gratuity , leave salary etc. To and fro air passage will be provided once in two years. The Company will be deducting an amount of RO.25/- per month from your salary which will be reimbursed to you after completion of 24 months of good service. In case of premature termination of contract before completion of 24 months, cost incurred by the company for your employment will have to be borne by you. Either party can terminate the contract with a one month notice period.

Contd ..Page 2

Any other details specifically not mentioned will be governed by the prevailing rules and regulations of the Ministry of Manpower and the Company policies. You are expected to join the Company in Muscat within 1 month of acceptance of offer. Once your employment visa is processed, the Company will provide pre paid ticket for joining.

Kindly return a copy of this letter duly signed by you as a token of your acceptance of this offer.

Thanking you.

Yours faithfully

For Saif Salim Essa Al Harasi & Co.LLC


Shilpa George
Head (HR & Admin)



DEPT: PERSONNEL

PER:HRD:955:2018-19

DATE: 14.01.2019

Mr/Ms. JOSE THOMAS
C/O Mr. TOMY JOSEPH
KUTTICKAL HOUSE,
POTHY, MIDAYIKUNNU P.O.,
THALAYOLAPARAMBU, KOTTAYAM,
PIN - 686605



Dear Sir/ Madam,

SUB: APPOINTMENT IN THE BANK AS PROBATIONARY OFFICER.

In continuation to our letter PER: HRD: TRG: 51 : 2018-19 dt. 05.01.2019, we are glad to offer you appointment in our Bank as Probationary Officer.

1. As a part of on the job training you will be posted in three branches during the first year of your probation and thereafter to a branch/office for one year.
2. Immediately after the completion of your joining formalities, you are advised to report for duty at:

THE SOUTH INDIAN BANK LTD
BR/OFFICE: PILATHARA (0612)
DO.NO.772-I, WARD NO.6,
CHRISTI JYOTHI CENTRE,
PILATHARA P.O., KANNUR DISTRICT,
KERALA-670504
Ph: 0497-2802400

3. Initially you will be on probation for a period of Two (2) years. On successful completion of probation, you will be confirmed in the service of the Bank as Assistant Manager (Scale I).

During the period of probation, you are expected to acquire sufficient knowledge and experience in Banking. In the event the Bank finds your services unsatisfactory, it reserves the right to extend your probation/terminate your service at its sole discretion.

4. Please note that you are liable for transfer anywhere in India at the sole discretion of the Bank.

..2

..2..

5. Please be informed that your appointment in the Bank will be provisional. It is subject to your passing the prescribed qualification/criteria (mentioned below) and submission of original certificates and mark lists issued by the university, on or before 30.06.2019, failing which your appointment will stand cancelled without any prior notice. Also be informed that in case it is later found that you are not possessing the below mentioned qualification/criteria, you will be terminated from the service without prior notice.

Prescribed qualification/criteria:

1. Age should be less than 23 years as on 31.12.2017.
2. Should have secured a minimum of 60% marks in X and XII
3. Should have cleared all semester/ year of B.E/B.Tech in first attempt with minimum 60% marks in each semester/year.

If it is later found that, you have made concealment of facts/reported false details in the Personal Statement form/ any other document/ certificate, you will be liable for termination from service without further notice. The medical reports/ fitness certificates submitted by you are liable to be re-examined or scrutinized by the Bank's doctor at Bank's discretion and your appointment in the Bank is provisional subject to your medical fitness for employment in the Bank as assessed by the Bank's doctor. You will be required to undergo medical examination by a doctor of Bank's choice, in case the doctor insists for a detailed medical examination, after analyzing the medical reports submitted by you.

Also please note that if any information already submitted by you is found to be false or untrue or if any material information is suppressed, your service is liable to be terminated.

6. Further, on joining, you have to execute an agreement to the effect that you will serve the Bank for a minimum period of Three (3) years (active service) from the date of your joining the Bank. In case you leave the service of the Bank before the expiry of the said period, a sum of Rs. 1,50,000/- (Rupees One Lakh Fifty Thousand only) will have to be paid towards expenses incurred by the Bank for recruitment, imparting training (both in house and external training including on the job training), compensation / liquidated damages on account of loss of opportunity for the Bank from deriving anticipated benefits out of the recruitment process, etc.

Apart from the above, please note that if you leave or discontinue your service in the Bank without giving notice of three months (continuous service without leave), you will have to pay three months Pay & Allowance, in lieu of the notice period.

::3::

Please note that if you happen to leave the services of the Bank for whatever reasons, the relieving letter will be issued to you only after receiving the entire dues from you including the bond amount and notice period salary if any.

7. During the period of probation, you will be paid salary in the Scale of Pay Rs. 23700- 980/7- 30560- 1145/2- 32850- 1310/7- 42020 and will be eligible for other allowances applicable to the cadre of Probationary Officers- Scale I, as per South Indian Bank Officers' Service Rules. The salary particulars at the 1st stage of the scale will be as follows:

Basic pay	: Rs. 23,700/-
DA	: As per IBA pattern. Currently 60.70 % of Basic Pay (December 2018)
Special Allowance	: 7.75% of Basic Pay + applicable DA thereon
<u>HRA*</u>	
Rented Accommodation	: Rs.5250/- to Rs.15600/- (Depending upon the place of posting)*
Or	
Fixed HRA	: Minimum 7 % of Basic Pay and Maximum 9 % of Basic Pay
CCA*	: Maximum Rs. 870/-
Hill & Fuel Allowance*	: Maximum Rs. 2000/-

*As applicable & varies according to the place of posting

Fresh sanction to be obtained for Rented HRA/Fixed HRA/ Fixed Conveyance.

Apart from the above, you are also eligible for the annual medical aid and monthly reimbursement of cost of newspaper, fixed conveyance allowance, entertainment allowance, etc as per the applicable rates.

You will be governed by the "Defined Contributory Pension Scheme" in terms of the Joint Note and amendments thereon from time to time. The said Pension Scheme will be as per the provisions of the New Pension System under Pension Fund Regulatory and Development Authority. 10% of (Basic Pay + D.A) will be deducted monthly from the salary towards the Pension Fund. An equal amount will be contributed by the Bank.

You are advised to apply for NPS through the Bank's HRMIS (Human Resource Management Software Solution) immediately after joining and forward the application to NPS Cell, Retail Banking Dept. for obtaining your unique PRAN number.

..4..

On confirmation, you will be eligible for Leave Fare Concession.

8. As a part of continuous employee training and evaluation, you need to attempt 20 modules of our e-learning test conducted by Bank's Staff Training College during your probation. You are required to score a minimum of 60% marks in each module and an aggregate of 70% marks for all the 20 modules put together before getting confirmed in the service of the Bank. The marks scored in these tests will also be taken in to consideration for your confirmation. The detailed modalities including the date of the first test will be informed to you in due course.

You may return a copy of this letter duly signed, in token of having accepted the terms and conditions of appointment.

We hope this will be the beginning of a long and rewarding career with us.

With Best Wishes,

Yours faithfully,



(M T Jose)

Deputy General Manager

I hereby accept the terms and conditions of appointment.

Signature:

Place :

Date :

CC: 1. Br/Office: PILATHARA
2. Regional Office: KANNUR
3. Personal File.



CENTRE FOR IC & SR

Contact Phone No. 22578357
IIT MADRAS

Address for Communication **IDENTITY CARD**

SARAYU HOSTEL
IIT MADRAS
CHENNAI
600036
Phone No : 7034761302



BHAGYA BABY

Emp No : 1078BB

NOTE : Designation : PROJECT ASSOCIATE

Dept/Centre : Ocean Engineering
1 To be Surrendered to IC & SR Office on
Project Relief / Resignation / Termination of
Appointment.
Valid Up to 31/03/2020

2. This card must be displayed at all times
within IIT Campus

Sign of Staff Issuing Authority



CENTRE FOR IC & SR
IIT MADRAS
PROJECT STAFF IDENTITY CARD



AISWARYA MOHANAN


Emp No : 2377AA

Designation : PROJECT ASSOCIATE

Dept/Centre : Civil Engineering

Project No : RB1819CIE003GLAZSARU

Valid Upto : 31/12/2019


Sign of Staff


Issuing Authority




CENTRE FOR IC & SR
IIT MADRAS
PROJECT STAFF IDENTITY CARD



AISWARYA MOHANAN

Emp No : 2377AA
Designation : PROJECT ASSOCIATE
Dept/Centre : Civil Engineering
Project No : RB1819CIED03GLAZSARU
Valid Upto : 31/12/2019


Sign of Staff


Issuing Authority

Rose Catherine - Batch 14

Proceedings of the Superintending Engineer, Kozhikode Municipal Corporation
Kozhikode Municipal Corporation - Candidates for engagement as Technician
Apprentices under the Apprentices Act 1961 and Apprentices (Amendment) Act 1986 -
Selection order issued

FD/2018/5613

Municipal Corporation Office, Kozhikode, dated: 28.11.2018


Ref: Letter No.ATH/1005 - DDO/2018 dated 28.10.2018 from the Assistant Director,
Supervisory Development Centre, Kalamassery

ORDER

Under the Apprenticeship Act 1961 and Apprentice (Amendment) Act 1986
candidates have been selected for apprenticeship training in Kozhikode Municipal
Corporation for a period of one year, from the list of candidates interviewed during the
walk-in-interview held on 15.11.2018 at CUSAT, Cochin organised by the Assistant
Director, Supervisory Development Centre, Kalamassery as per the reference letter
cited above.

Please be informed that Kumari, Rose Catherine M has been selected on the
basis of her performance in the interview on 15.11.2018 and is requested to join before
the Superintending Engineer, with relevant mark sheets and certificates within 10 days
of receipt of this order.

Your appointment will start from the date on which you join duty and will be
terminated automatically on the date of completion of the one year period. You will be
eligible for a stipend of Rs. 7000/- per month during the training period subjected to
your submission of apprentice contract in prescribed form. You should keep a record
of your daily work done authorised by the Superintending Engineer during your
training period.


Superintending engineer

To

Rose Catherine M
Molengaden (H)
Pudukad (Po), Thrissur

Copy to:-

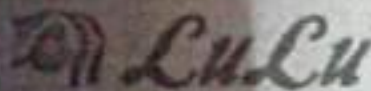
- 1) Assistant Director, Supervisory Development Centre, Kalamassery
- 2) Table of Hon'ble Mayor
- 3) Table of Hon'ble Secretary
- 4) Table of chairman, Works Committee
- 5) Executive Engineers

TESCO



NEHA SUNIL

Employee ID : 22913978



ENTRY PASS

Lulu Corporate Tower

Lulu International Shopping Mall, Edappally, Kochi 24

Name of the Contractor

CRESCENT CONTRACTORS PVT LTD

Name

ANIL K A

Sex

Male

DOB

05/12/1995

Blood Group

O -ve

Designation

SITE ENGINEER

Area of Work

LULU CORPORATE TOWER

Sign of issuing authority

Validity

09/02/19

19/11/19



Signature of the holder




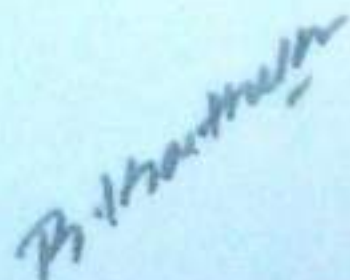
CENTRE FOR IC & SR
IIT MADRAS
PROJECT STAFF IDENTITY CARD



AISWARYA MOHANAN

Emp No : 2377AA
Designation : PROJECT ASSOCIATE
Dept/Centre : Civil Engineering
Project No : RB1819CIE003GLAZSARU
Valid Upto : 31/12/2019


Sign of Staff


Issuing Authority



Ref No: SE/HRD/2018-19/ME/002

Date: 22/9/2018

Ms Varghese Joshua James Kunnathu,
Kunnathu House,
Mulagunnathukavu P.O.,
Thrissur - 680581
E-Mail: varghesejoshuajames@gmail.com
Mobile: 9496350947

Madam ,

Sub: Appointment order –reg

With reference to the discussions we had , we are glad to include you in our team on the following terms :

1. **Designation** : Project Engineer (Environmental)
2. **Work Base** : Project Sites as would be intimated periodically
3. **Work Profile:**

a. Essential:

- i. Presentation , Followup & Getting Approval of DPR of Sewage and Effluent Treatment Plants and their Collection & Conveyance Systems from Clients and statutory authorities
- ii. Supervision , Execution & Project Management of Civil , Electro Mechanical , Commissioning and Operation Works of Sewage and Effluent Treatment Plants as per specifications and company manuals & procedures
- iii. Preparation of detailed Bill of Quantities , Bar Bending Schedules , Cost estimates , Billing Schedule etc ... for ongoing and upcoming projects

b. Additional Preferences ... skill set to be acquired :

- i. Preparation of Structural Design by STAAD Pro for civil units of the treatment structures in co-ordination with structural engineering consultants
- ii. Preparation of performance study reports using suitable models for sewage and effluent flow and treatment.

Regional office :

26/52 , Balaji Bhavan , View Max Complex , 9th Avenue , 48th Street , Ashok Nagar , Chennai

Project Offices :

Rampur Bushahar * Gorakhpur * Lucknow * Cuttack * Hyderabad * Kasargod * Rourkela * Pune

**4. Details of your cost to employer and other benefits applicable:**

S.No	Description	Per Month	Per Annum
1	Basic Salary p.m.	12,000	144,000
2	HRA p.m.	3,500	42,000
3	Project Allowance p.m.	3,000	36,000
4	Special Skills Allowance p.m. (Considered for software skill set as per resume viz. AutoCAD, STAAD.Pro, Primavera, Revit, Hydrogname, MATLAB, EPANET)	2,000	24,000
5	PF (Employer Share) p.m.	1,500	18,000
Cost To Company p.m. during probation period		22,000	
Additional Benefits After Probation Period :			
6	Special Allowance p.m.	4,000	48,000
7	Leave Encashments p.a. @ 1 day basic salary for every 21 working days to be encashed annually if not utilized	8,400	8,400
8	Annual Bonus @ 1 month basic salary earned	12,000	12,000
9	Medical Reimbursements p.a. for Self, spouse and dependent children if exempted from ESIC subject to a maximum of one month's basic salary	12,000	12,000
Total Cost to Employer p.a.			344,400
Other Details			
1	Probation Period	12 months	
2	Performance based Increment p.a	25% of basic salary	
3	Personal Advances	Not Applicable	
4	Travel and Conveyance for work purpose from office	On actuals	
5	Date of payment of salary	Between 20 th and 30 th of every month	
6	Reimbursement of benefit claims	Within 3 months from submission of claim	
7	Termination of the contract	1 month notice or 1 month basic pay on both sides subject to completion of handling assignments	

Please sign and return the duplicate copy of this order as token of acceptance alongwith copies of your certificates & ID Proof as per your resume and kindly intimate your date of joining .

Thanking you ,

Yours Sincerely,

For Sainath EnviroTech

(K.Namashivaayam)

CEO

Regional office :

26/52, Balaji Bhavan, View Max Complex, 9th Avenue, 48th Street, Ashok Nagar, Chennai

Project Offices :

Rampur Bushahar * Gorakhpur * Lucknow * Cuttack * Hyderabad * Kasargod * Rourkela * Pune



Ref No: SE/HRD/2018-19/ME/004

Date: 22/9/2018

Ms Sarath Salim,
Salim Nikeh,
Mavelikara,
Alappuzha - 690101
E-Mail: sarathsalim2216@gmail.com
Mobile: 8281666699

Madam ,

Sub: Appointment order –reg

With reference to the discussions we had , we are glad to include you in our team on the following terms :

1. **Designation** : Project Engineer (Environmental)
2. **Work Base** : Project Sites as would be intimated periodically
3. **Work Profile:**

a. Essential:

- i. Presentation , Followup & Getting Approval of DPR of Sewage and Effluent Treatment Plants and their Collection & Conveyance Systems from Clients and statutory authorities
- ii. Supervision , Execution & Project Management of Civil , Electro Mechanical , Commissioning and Operation Works of Sewage and Effluent Treatment Plants as per specifications and company manuals & procedures
- iii. Preparation of detailed Bill of Quantities , Bar Bending Schedules , Cost estimates , Billing Schedule etc ... for ongoing and upcoming projects

b. Additional Preferences ... skill set to be acquired :


- i. Preparation of Structural Design by STAAD Pro for civil units of the treatment structures in co-ordination with structural engineering consultants
- ii. Preparation of performance study reports using suitable models for sewage and effluent flow and treatment.

Regional office :

26/52 , Balaji Bhavan , View Max Complex , 9th Avenue , 48th Street , Ashok Nagar , Chennai

Project Offices :

Rampur Bushahar * Gorakhpur * Lucknow * Cuttack * Hyderabad * Kasargod * Rourkela * Pune

Consecrated to Mother and Yogi Ramsuratkumar	
SAINATH ENVIROTECH	
305-C, SEVANTHAKULAM ROAD, TUTICORIN - 628003	
Ph : 90036-15874 / 96005-92066 E-Mail: knamashivaayam@sainathenvirotech.com	
(An ISO 9001 : 2015 Certified Company)	

4. Details of your cost to employer and other benefits applicable:

S.No	Description	Per Month	Per Annum
1	Basic Salary p.m.	12,000	144,000
2	HRA p.m.	3,500	42,000
3	Project Allowance p.m.	3,000	36,000
4	Special Skills Allowance p.m. (Considered for software skill set as per resume viz. AutoCAD, STAAD.Pro, Primavera, Revit, Hydrogname, MATLAB, EPANET)	2,000	24,000
5	PF (Employer Share) p.m.	1,500	18,000
Cost To Company p.m. during probation period		22,000	264,000
Additional Benefits After Probation Period :			
6	Special Allowance p.m. (addl allowance of 3000 p.m. considered for pre-PG Experience)	7,000	84,000
7	Leave Encashments p.a. @ 1 day basic salary for every 21 working days to be encashed annually if not utilized	8,400	8,400
8	Annual Bonus @ 1 month basic salary earned	12,000	12,000
9	Medical Reimbursements p.a. for Self, spouse and dependent children if exempted from ESIC subject to a maximum of one month's basic salary	12,000	12,000
Total Cost to Employer p.a.			380,400
Other Details			
1	Probation Period	12 months	
2	Performance based Increment p.a	25% of basic salary	
3	Personal Advances	Not Applicable	
4	Travel and Conveyance for work purpose from office	On actuals	
5	Date of payment of salary	Between 20 th and 30 th of every month	
6	Reimbursement of benefit claims	Within 3 months from submission of claim	
7	Termination of the contract	1 month notice or 1 month basic pay on both sides subject to completion of handling assignments	

Please sign and return the duplicate copy of this order as token of acceptance alongwith copies of your certificates & ID Proof as per your resume and kindly intimate your date of joining .

Thanking you ,

Yours Sincerely,

For Sainath EnviroTech

(K.Namashivaayam)

Regional office :
26/52, Balaji Bhavan, View Max Complex, 9th Avenue, 48th Street, Ashok Nagar, Chennai
Project Offices :
Rampur Bushahar * Gorakhpur * Lucknow * Cuttack * Hyderabad * Kasargod * Rourkela * Pune

Consecrated to Mother and Yogi Ramsuratkumar

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305-C , SEVANTHAKULAM ROAD , TUTICORIN - 628003

Ph : 90036-15874 / 96005-92066 E-Mail: knamashivaayam@sainathenvirotech.com

(An ISO 9001 : 2015 Certified Company)



CEO

Regional office :

26/52 , Balaji Bhavan , View Max Complex , 9th Avenue , 48th Street , Ashok Nagar , Chennai

Project Offices :

Rampur Bushahar * Gorakhpur * Lucknow * Cuttack * Hyderabad * Kasargod * Rourkela * Pune



Ref No: SE/HRD/2018-19/ME/001

Date: 22/9/2018

Ms Chinnu Mary,
Kurikayil Huse,
Vyttila P.O.,
Cochin-682019 Ernakulam
E-Mail: brizepatric2015@gmail.com
Mobile: 9446276299

Madam ,

Sub: Appointment order –reg

With reference to the discussions we had , we are glad to include you in our team on the following terms :

1. **Designation** : Design & Costing Engineer (Environmental)
2. **Work Base** : Chennai / Tuticorin
3. **Work Profile:**

a. Essential:

- i. Detailed Design and Engineering of Sewage and Effluent Treatment Plants and their Collection & Conveyance Systems
- ii. Preparation of Detailed Project Reports for above for approval by clients and statutory authorities
- iii. Preparation of detailed Bill of Quantities , Bar Bending Schedules , Cost estimates , Billing Schedule etc ... for ongoing and upcoming projects
- iv. Preparation of Technical Specifications as per contract conditions for Electro Mechanical Components and co-ordination with purchase in charge for placing purchase orders.

b. Additional Preferences ... skill set to be acquired :

- i. Preparation of Structural Design by STAAD Pro for civil units of the treatment structures in co-ordination with structural engineering consultants
- ii. Preparation of performance study reports using suitable models for sewage and effluent flow and treatment.

Regional office :

26/52 , Balaji Bhavan , View Max Complex , 9th Avenue , 48th Street , Ashok Nagar , Chennai

Project Offices :

Rampur Bushahar * Gorakhpur * Lucknow * Cuttack * Hyderabad * Kasargod * Rourkela * Pune

**4. Details of your cost to employer and other benefits applicable:**

S.No	Description	Per Month	Per Annum
1	Basic Salary p.m.	10,000	120,000
2	HRA p.m.	3,500	42,000
3	Project Allowance p.m.	NA	NA
4	Special Skills Allowance p.m. (Considered for software skill set as per resume viz. AutoCAD, STAAD.Pro, Primavera, Revit, Hydrogname, MATLAB, EPANET)	5,000	60,000
5	PF (Employer Share) p.m.	1,500	18,000
Cost To Company p.m. during probation period		20,000	
Additional Benefits After Probation Period :			
6	Special Allowance p.m.	3,000	36,000
7	Leave Encashments p.a. @ 1 day basic salary for every 21 working days to be encashed annually if not utilized	8,400	8,400
8	Annual Bonus @ 1 month basic salary earned	12,000	12,000
9	Medical Reimbursements p.a. for Self, spouse and dependent children if exempted from ESIC subject to a maximum of one month's basic salary	12,000	12,000
Total Cost to Employer p.a.			308,400
Other Details			
1	Probation Period	12 months	
2	Performance based Increment p.a	25% of basic salary	
3	Personal Advances	Not Applicable	
4	Travel and Conveyance for work purpose from office	On actuals	
5	Date of payment of salary	Between 20 th and 30 th of every month	
6	Reimbursement of benefit claims	Within 3 months from submission of claim	
7	Termination of the contract	1 month notice or 1 month basic pay on both sides subject to completion of handling assignments	

Please sign and return the duplicate copy of this order as token of acceptance alongwith copies of your certificates & ID Proof as per your resume and kindly intimate your date of joining .

Thanking you ,

Yours Sincerely,

For Sainath EnviroTech

(K.Namashivaayam)

CEO

Regional office :

26/52, Balaji Bhavan, View Max Complex, 9th Avenue, 48th Street, Ashok Nagar, Chennai

Project Offices :

Rampur Bushahar * Gorakhpur * Lucknow * Cuttack * Hyderabad * Kasargod * Rourkela * Pune



Ref No: SE/HRD/2018-19/ME/003

Date: 22/9/2018

Ms Lakshmi Chandran M,
Marottikunnathu Huse,
Ashtamichira P.O.,
Thrissur - 680731
E-Mail: hmi0015@gmail.com
Mobile: 9497314840

Madam ,

Sub: Appointment order –reg

With reference to the discussions we had , we are glad to include you in our team on the following terms :

1. **Designation** : Design & Costing Engineer (Environmental)
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- iii. Preparation of detailed Bill of Quantities , Bar Bending Schedules , Cost estimates , Billing Schedule etc ... for ongoing and upcoming projects
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b. Additional Preferences ... skill set to be acquired :

- i. Preparation of Structural Design by STAAD Pro for civil units of the treatment structures in co-ordination with structural engineering consultants
- ii. Preparation of performance study reports using suitable models for sewage and effluent flow and treatment.

Regional office :

26/52 , Balaji Bhavan , View Max Complex , 9th Avenue , 48th Street , Ashok Nagar , Chennai

Project Offices :

Rampur Bushahar * Gorakhpur * Lucknow * Cuttack * Hyderabad * Kasargod * Rourkela * Pune



4. Details of your cost to employer and other benefits applicable:

S.No	Description	Per Month	Per Annum
1	Basic Salary p.m.	10,000	120,000
2	HRA p.m.	3,500	42,000
3	Project Allowance p.m.	NA	NA
4	Special Skills Allowance p.m. (Considered for software skill set as per resume viz. AutoCAD, STAAD.Pro, Primavera, Revit, Hydrogname, MATLAB, EPANET)	5,000	60,000
5	PF (Employer Share) p.m.	1,500	18,000
Cost To Company p.m. during probation period		20,000	240,000
Additional Benefits After Probation Period :			
6	Special Allowance p.m.	3,000	36,000
7	Leave Encashments p.a. @ 1 day basic salary for every 21 working days to be encashed annually if not utilized	8,400	8,400
8	Annual Bonus @ 1 month basic salary earned	12,000	12,000
9	Medical Reimbursements p.a. for Self, spouse and dependent children if exempted from ESIC subject to a maximum of one month's basic salary	12,000	12,000
Total Cost to Employer p.a.			308,400
Other Details			
1	Probation Period	12 months	
2	Performance based Increment p.a	25% of basic salary	
3	Personal Advances	Not Applicable	
4	Travel and Conveyance for work purpose from office	On actuals	
5	Date of payment of salary	Between 20 th and 30 th of every month	
6	Reimbursement of benefit claims	Within 3 months from submission of claim	
7	Termination of the contract	1 month notice or 1 month basic pay on both sides subject to completion of handling assignments	

Please sign and return the duplicate copy of this order as token of acceptance alongwith copies of your certificates & ID Proof as per your resume and kindly intimate your date of joining .

Thanking you ,

Yours Sincerely,

For Sainath EnviroTech

(K.Namashivaayam)

CEO

Regional office :

26/52, Balaji Bhavan, View Max Complex, 9th Avenue, 48th Street, Ashok Nagar, Chennai

Project Offices :

Rampur Bushahar * Gorakhpur * Lucknow * Cuttack * Hyderabad * Kasargod * Rourkela * Pune

2016-17

INFOSYS OFFERED STUDENTS LIST-2017 BATCH

SL NO	NAME	BRANCH	COMPANY	CONTACT NO.	EMAIL ID
1	AADIL MOHAMMED	S7 CS	INFOSYS LIMITED	9995839332	aadil25995@gmail.com
2	ANAGHA S.	S7 CS	INFOSYS LIMITED	9400826612	anaghasreyas@gmail.com
3	CINDRELLA JOSEPH	S7 CS	INFOSYS LIMITED	9747553422	cindrellajoseph4536@gmail.com
4	LAKSHMI P.	S7 CS	INFOSYS LIMITED	9745600862	lakshmi.sasidharan95@gmail.com
5	LIYA CLAIRE JOY	S7 CS	INFOSYS LIMITED	9388796900	liyaclaire01@gmail.com
6	NEENU BABY	S7 CS	INFOSYS LIMITED	8281254429	neenubaby123@gmail.com
7	SREELAKSHMI K. M.	S7 CS	INFOSYS LIMITED	9656980168	sreelakshmimadhavan@gmail.com
8	SRIRAM S. KAMATH	S7 CS	INFOSYS LIMITED	8891915432	sriramskamath@gmail.com
9	ABHIJITH K. A.	S7 EC	INFOSYS LIMITED	9895599349	ashokabhijith170@gmail.com
10	ANJITHA B.	S7 EC	INFOSYS LIMITED	9744896474	anjithasreedevi@gmail.com
11	ATHULYA BALAN	S7 EC	INFOSYS LIMITED	9495233715	a4athulya@gmail.com
12	CHIPPY MATHEW	S7 EC	INFOSYS LIMITED	9526909101	chippymathew4@gmail.com
13	JEWEL JACOB	S7 EC	INFOSYS LIMITED	7736847936	jeweljacob387@gmail.com
14	MANEESHA V. J.	S7 EC	INFOSYS LIMITED	8129840907	maneisha0207@gmail.com
15	N. AKSHAY KUMAR	S7 EC	INFOSYS LIMITED	9447163175	nakshay2360753@gmail.com
16	RADHIKA RADHAKRISHNAN	S7 EC	INFOSYS LIMITED	9633985296	radhupillai@gmail.com
17	SANJEEV KRISHNA S.	S7 EC	INFOSYS LIMITED	9048160564	sanjeevsanju.krishna@gmail.com
18	SHWETA P. S.	S7 EC	INFOSYS LIMITED	8086225193	swetha.paduthole@gmail.com
19	VISHAK N.	S7 EC	INFOSYS LIMITED	8547561495	95.vishakn@gmail.com
20	ABHIJITH K. K.	S7 EE	INFOSYS LIMITED	8907753400	kkabhijithcv@gmail.com
21	ASWATHY NAIR	S7 EE	INFOSYS LIMITED	8281975077	aswathynair16p@gmail.com
22	FARSANA IQBAL	S7 EE	INFOSYS LIMITED	9846437247	farsanaiqbal16@gmail.com
23	SALMAN BABU P. M.	S7 EE	INFOSYS LIMITED	7736597977	salmanbabupm6@gmail.com
24	SARATH MOHAN	S7 EE	INFOSYS LIMITED	9645312540	sarathmohan.kk@gmail.com
25	V. VISHAK	S7 EE	INFOSYS LIMITED	9446058180	vishakvijayan05@gmail.com
26	VISHNU S. MENON	S7 EE	INFOSYS LIMITED	9567574359	vishnusreechitira08@gmail.com
27	AKHIL R. KRISHNA	S7 ME	INFOSYS LIMITED	7561810093	akhilkrishnajuly4@gmail.com
28	ATHUL MOHAN	S7 ME	INFOSYS LIMITED	8281980194	2702194@gmail.com
29	G AMARNATH SANKAR	S7 ME	INFOSYS LIMITED	9496095723	amarnathsankar723@gmail.com
30	GLADSON DEVASSY	S7 ME	INFOSYS LIMITED	9567676657	gladsondevassy@gmail.com
31	JAYARAM B.	S7 ME	INFOSYS LIMITED	8547307615	jayaram95@gmail.com
32	JESTIN ANTU JAMES	S7 ME	INFOSYS LIMITED	9495703857	jestinaj2015@gmail.com
33	NIRMAL T. R.	S7 ME	INFOSYS LIMITED	9496007293	tbrampadmam@gmail.com
34	PULIYAM KUNNATH ARUN	S7 ME	INFOSYS LIMITED	9539998039	arunpk5700@gmail.com
35	REJO JOYSON ABRAHAM	S7 ME	INFOSYS LIMITED	9745522924	rejoyson18@gmail.com
36	ROSHIN P. VARUGHESE	S7 ME	INFOSYS LIMITED	9562362739	roshin.pvarugese@gmail.com
37	S. RAVISHANKAR NAYAR	S7 ME	INFOSYS LIMITED	9567860308	ravishankar577@gmail.com
38	SRINATH S. KAMATH	S7 ME	INFOSYS LIMITED	9895725054	srinath.letter@gmail.com
39	VIGNESH K. K.	S7 ME	INFOSYS LIMITED	9446779124	vignesh.kk49@gmail.com
40	VISHNU K.	S7 ME	INFOSYS LIMITED	9895900131	vishnukuruppathk@gmail.com
41	VIVEK VENUGOPAL	S7 ME	INFOSYS LIMITED	9539664773	vivekvenugopal04@gmail.com
42	ANANTHAKRISHNAN S.	S7 AU	INFOSYS LIMITED	8289907036	ananthans000@gmail.com
43	SACHIN J. K.	S7 AU	INFOSYS LIMITED	9497754446	sachu10rocks@gmail.com
44	A. DHANANJAY	S7 CE	INFOSYS LIMITED	8547797797	leofury26@gmail.com
45	ABHIJITH S.	S7 CE	INFOSYS LIMITED	9495144369	abhiw@gmail.com
46	ANTONY JOH MOOTHEDAN	S7 CE	INFOSYS LIMITED	9446591270	antonyjohm@gmail.com
47	ANUSHREE B. S.	S7 CE	INFOSYS LIMITED	8547316180	anushreebs.0104@gmail.com
48	DEVIKA N.	S7 CE	INFOSYS LIMITED	9495094300	devikaaiswarya@gmail.com
49	JIBY ALIAS	S7 CE	INFOSYS LIMITED	8891271403	jibyalias10@gmail.com
50	LAKSHMI P.	S7 CE	INFOSYS LIMITED	8592851717	lakshmidwaraka@gmail.com
51	NELVIN JOSE	S7 CE	INFOSYS LIMITED	9656119177	nelvinjose0@gmail.com
52	PEZHERI AMRITA	S7 CE	INFOSYS LIMITED	9746082303	pezheriamrita@gmail.com
53	RIYA ROBI	S7 CE	INFOSYS LIMITED	9961615974	rhearobi95@gmail.com
54	SHILPA GEO	S7 CE	INFOSYS LIMITED	9446354808	shilpageov@gmail.com
55	TINU SUSAN SCARIA	S7 CE	INFOSYS LIMITED	9446812304	tinussusan@gmail.com



8

Infosys

HRD/3T/17-18/11521370

September 22, 2017

Mr. Sriram S Kamath
Candidate ID: 11521370
31/999F Kunjanbhava Road
Ponnuruni
Ernakulam, Kerala
IN - 682019
Ph: (91) 8891915432

Dear Sriram,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

Signature Not Verified

Digitally signed by RICHARD
LOBO
Date: 2017.09.22 15:44:27 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED

CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T: 91 80 2852 0261
F: 91 80 2852 0362

askus@infosys.com
www.infosys.com



HRD/3T/17-18/11521364

Ms. Sreelakshmi K M
Candidate ID: 11521364
Kakkanattu House
Janatha Beach Road, Cherai P.O
Ernakulam - 683514
Kerala
India
Ph: (91) 96569 80168

September 11, 2017

Dear Sreelakshmi,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



HRD/3T/17-18/11521355

November 14, 2017

Ms. Liya Claire Joy
Candidate ID: 11521355
Padamadan House
Amala Street, Paravattani
Thrissur, Kerala
IN - 680005
Ph: (91) 9388796900

Dear Liya,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

Signature Not Verified

Digitally signed by RICHARD
LOBO
Date: 2017.11.14 15:44:50 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com



HRD/3T/17-18/11521275

October 16, 2017

Ms. Lakshmi P
Candidate ID: 11521275
Sreehari
Thandassery Street, Kolazhy, Thrissur
Thrissur, Kerala
IN - 680010
Ph: (91) 9745600862

Dear Lakshmi,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

Signature Not Verified

Digitally signed by RICHARD
LOBO
Date: 2017.10.16 16:15:28 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 109, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com



HRD/3T/17-18/11521546

October 16, 2017

Ms. Cindrella Joseph
Candidate ID: 11521546
Mattammal House
Nettoor P.O
Ernakulam, Kerala
IN - 682040
Ph: (91) 9747553422

Dear Cindrella,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

Signature Not Verified

Digitally signed by RICHARD
LOBO
Date: 2017.10.16 16:15:44 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com



HRD/3T/17-18/11061632

October 16, 2017

Ms. Anagha S
Candidate ID: 11061632
Sreyas, Pallath Lane
Gandhigram, Irinjalakuda
Thrissur, Kerala
IN - 680121
Ph: (91) 9400826612

Dear Anagha,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

Signature Not Verified

Digitally signed by RICHARD
LOBO
Date: 2017.10.16 16:15:50 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T 91 80 3852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

HRD/3T/17-18/11521359

January 19, 2017

Ms. Neenu Baby
Candidate ID: 11521359
Pallipadan House
Azhakam P.O., Mookannoor, Angamaly
Ernakulam - 683577
Kerala
India
Ph: (91) 82812 54429

Dear Neenu,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. The location of your initial reporting and training will be at Mysore, Karnataka (India). The date of your joining would be notified to you in the Letter of Appointment.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 325008** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Warm Regards,

RICHARD LOBO
SENIOR VICE PRESIDENT – HRD

I have read, understood and agree to the terms and conditions as set forth in this letter.

Candidate name in capital letters:

Candidate Signature:

Date: _____, 20____

Location: _____

Digitally signed by LOBO RICHARD
Date: 2017.01.19 23:22:54 +05:30
Reason: Letter of Intent
Location: Bangalore

HRD/3T/17-18/11521268

January 19, 2017

Mr. Aadil Mohammad
Candidate ID: 11521268
Alif, 22/23-3 Kakkooth
Nambiara Road Perinthalthana
Malappuram - 679322
Kerala
India
Ph: (91) 99958 39332

Dear Aadil,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. The location of your initial reporting and training will be at Mysore, Karnataka (India). The date of your joining would be notified to you in the Letter of Appointment.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 325008** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Warm Regards,

RICHARD LOBO
SENIOR VICE PRESIDENT – HRD

I have read, understood and agree to the terms and conditions as set forth in this letter.

Candidate name in capital letters:

Candidate Signature:

Date: _____, 20____

Location: _____

Digitally signed by LOBO RICHARD
Date: 2017.01.19 23:21:55 +05:30
Reason: Letter of Intent
Location: Bangalore

18

Shilpa P.C. <shilpacc@scmsgroup.org>

Fwd: 2017 Mphasis- Letter of Intent (BE/MCA)

sargan dinesh <sargan.dinesh@gmail.com>
To: shilpacc@scmsgroup.org
Cc: sonal1307@gmail.com

Fri, Jul 19, 2019 at 2:34 PM

Hi Ma'am,

Please find the forwarded copy of offer letter for your reference.

Regards,
Sargan

----- Forwarded message -----

From: **campushires** <campushires@mphasis.com>
Date: Mon, Oct 24, 2016, 12:20 PM
Subject: 2017 Mphasis- Letter of Intent (BE/MCA)
To: sargan.dinesh@gmail.com <sargan.dinesh@gmail.com>

Ref.No-MPCTH2017-0357

Dear Sargan P Dinesh,

College Name: SCMS School of Engineering and Technology, Kochi

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at **Mphasis Ltd.**
The details of the offer of the conditional position are enumerated below:

- You will be offered the position of 'Trainee Associate Software Engineer' in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum**.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of INR 2,50,000.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default an amount of INR 1,00,000 will be recovered from the employee.

As you are currently in your last semester and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith letter of intent. It is contingent upon you:

1. Securing the required percentage, as set by Mphasis, in the final academic examinations

Onboarding Invite

1 message

Deepthi Kotian <Deepthi.Kotian@mphasis.com>
To: sajith.ssrk@gmail.com <sajith.ssrk@gmail.com>

Mon, 5 Mar, 2018 at 12:13 PM

Onboarding Invite

Dear Paul Thomas Sajith

LOI Number: MPCTH2017-0361

Greetings from Mphasis !

We are happy to inform you that your date of joining is confirmed to be the **26th of March 2018 at MLA- The Mphasis Learning Academy, Chennai.**

Please go through the below details and give your confirmation on joining, post which we will share the required details regarding accommodation, reporting time and venue etc.

Mphasis had shared a Letter of Intent (LoI) during campus hiring. The terms and conditions of the LOI are re-iterated below:

1. You will be offered the position of 'Trainee Associate Software Engineer' in Band 5, Level 1 with Mphasis for the first 6 months. You would be paid a CTC of INR. 15,000/- per month during this time (INR 1,80,000 per annum)
2. On completion of six months of your employment with Mphasis
 - You would be moved to Level 2 with designation 'Associate Software Engineer'.
 - You would be paid a salary of INR. 2,50,000/- per annum.
3. A Training Agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default an amount of INR 1,00,000 will be recovered from the employee.
4. You would be required to secure minimum marks in various training modules to graduate from the Mphasis Learning Academy. More details on the training modules would be provided to you when you join Mphasis.
5. You would be placed in any of the Mphasis locations, on successful graduation from MLA as mentioned in #4 above, based on the needs of the business.

Please note that tax deductions, if any, would be applicable to all payments made by Mphasis to its employees.

Request you to please go through the terms and conditions mentioned above and respond with your confirmation of **acceptance by filling in the below template latest by 8th of March 2018. Kindly send the filled in template to Deepthi.Kotian@mphasis.com**

Do let us know in case you are not in a position to join us your LOI/conditional offer remains cancelled in such case.

First Name	Kindly mention the same name as mentioned in your ID proof
Middle Name	Kindly mention the same name as mentioned in your ID proof
Last Name	Kindly mention the same name as mentioned in your ID proof

Onboarding Invite

Dear Nihal Pradeep

LOI Number: MPCTH2017-0363

Greetings from Mphasis !

We are happy to inform you that your date of joining is confirmed to be the **26th of March 2018 at MLA- The Mphasis Learning Academy, Chennai.**

Please go through the below details and give your confirmation on joining, post which we will share the required details regarding accommodation, reporting time and venue etc.

Mphasis had shared a Letter of Intent (LoI) during campus hiring. The terms and conditions of the LOI are re-iterated below:

1. You will be offered the position of 'Trainee Associate Software Engineer' in Band 5, Level 1 with Mphasis for the first 6 months. You would be paid a CTC of INR. 15,000/- per month during this time (INR 1,80,000 per annum)
2. On completion of six months of your employment with Mphasis
 - You would be moved to Level 2 with designation 'Associate Software Engineer'.
 - You would be paid a salary of INR. 2,50,000/- per annum.
3. A Training Agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default an amount of INR 1,00,000 will be recovered from the employee.
4. You would be required to secure minimum marks in various training modules to graduate from the Mphasis Learning Academy. More details on the training modules would be provided to you when you join Mphasis.
5. You would be placed in any of the Mphasis locations, on successful graduation from MLA as mentioned in #4 above, based on the needs of the business.

Please note that tax deductions, if any, would be applicable to all payments made by Mphasis to its employees.

Request you to please go through the terms and conditions mentioned above and respond with your confirmation of **acceptance by filling in the below template latest by 8th of March 2018. Kindly send the filled in template to Deepthi.Kotian@mphasis.com**

Do let us know in case you are not in a position to join us your LOI/conditional offer remains cancelled in such case.

First Name	Kindly mention the same name as mentioned in your ID proof
Middle Name	Kindly mention the same name as mentioned in your ID proof
Last Name	Kindly mention the same name as mentioned in your ID proof
Gender	
Date of Birth	DD-MM-YY
Email ID	
Contact Number	
Marital Status	



2017 Mphasis- Letter of Intent (BE/MCA)

1 message

campushires <campushires@mphasis.com>

To: geethukrishna1011@gmail.com <geethukrishna1011@gmail.com>

Mon, Oct 24, 2016 at 12:20 PM

Ref.No-MPCTH2017-0359

Dear Geethu Krishna P,

College Name: SCMS School of Engineering and Technology, Kochi

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of 'Trainee Associate Software Engineer' in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum**.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000**.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default an amount of **INR 1,00,000** will be recovered from the employee.

As you are currently in your last semester and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith letter of intent. It is contingent upon you:

1. Securing the required percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your training program at Mphasis
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining

Your joining date will be communicated after you clear the above conditions.

APPS/1061845/07691410/Mangalore/November/V0

PRIVATE AND CONFIDENTIAL

14 November 2017

Adil Abdullatheef Pandarakkal
Pandarakkal House
Munduparamba PO

Kerala Malappuram
India.

Dear Adil Abdullatheef Pandarakkal,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a **Trainee Associate Software Eng. in Band 5 and Level 1** with our organisation. The gross compensation will be **INR 180000 /- (One lakh eighty thousand rupees only)** per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

At Mphasis we believe we have a historic opportunity of building a global world class company. We also believe we are very unique in several ways – our equal strengths in Applications, BPO and ITO; being a flat, open and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfill your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us at **ELLA – The Mphasis Learning Academy** on **23 November 2017 at Mangalore**. The reporting time is **9:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

Dear Aiswarya Mohan,

College Name: SCMS School of Engineering and Technology, Kochi

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of 'Trainee Associate Software Engineer' in Band 5, Level 1 with CTC of INR 1,80,000 per annum for the first 6 months.
- On completion of 6 months, you will move to Band 5, Level 2 with annual CTC of INR 2,50,000.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default an amount of INR 1,00,000 will be recovered from the employee.

As you are currently in your last semester and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith letter of intent. It is contingent upon you:

1. Securing the required percentage, as set by Mphasis, in the final academic examinations.
2. Securing the required percentage in the evaluation at the end of your training program at Mphasis.
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.

Your joining date will be communicated after you clear the above conditions.

We look forward to welcoming you to The Mphasis Learning Academy at Mangalore. Should you require any further information, write to campushires@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2016-17 hires anytime between June 1, 2017 to April 30, 2018.

For Mphasis
Vidyaanya K

Sr. Manager HR - Campus Hiring

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PRIVATE AND CONFIDENTIAL

26 December 2017

Ajay A Menon

Thrissur
India.

Dear Ajay A Menon,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a **Trainee Associate Software Eng.** in **Band 5** and **Level 1** with our organisation for a period of 6 months. The gross compensation will be **INR 180000 /- (One lakh eighty thousand rupees only)** per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 6 months in Mphasis:

- You would be moved to **'Trainee Software Engineer'** in **Band 5 and Level 2**
- Your gross compensation will be revised to **INR 2,50,000/- (Rupees Two Lakhs Fifty Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 6 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has

Mphasis Limited

Registered office: Bagmane World Technology Centre, Marathahalli Outer Ring road, Doddanahundi Village, Mahadevapura, Bangalore 560048, India
T: +91 660 3362 9000 | F: +91 660 6956 9043
CIN: L30037KA1902PLC025294

ANNEXURE – 1

Name	Ajay A Menon
Band	Band 5
Level	Level 1
Title	Trainee Associate Software Eng
Total Compensation / CTC	180000
Band	Band 5
Level	Level 1
Salary Component	Amount (in Rs./Month)
Basic	4500
House Rent Allowance	2250
Conveyance Allowance	1600
Leave Travel Allowance	NA
Medical Reimbursement	1250
Special Allowance	2870
Ex-Gratia / Bonus*	1000
Total Fixed Cash	13470
Variable Pay	750
Provident Fund Contribution (PF)	540
Mediclaim Insurance Premium	240
Target Cost to Company	15000
Target Cost to Company (per annum)	180000

Note:

* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

** Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

Mphasis Limited

Registered office: Bagmane World Technology Centre, Marathahalli Outer Ring road, Doddanahundi Village, Mahadevapura, Bangalore 560048, India
 T: +91 882 3352 5000 | F: +91 882 8925 9933
 CIN: L30007KA1997PLC025294

2013 - 2017 batch

C3

Experion Final Selects – SCMS School of Engineering, Ernakulam

Applicant ID	Applicant Name	Course	Branch
EXP3261	PAUL THOMAS SAJITH ✓	B.Tech.	CSE
EXP3246	GOKUL VIJAYAN ✓	B.Tech.	CSE
EXP3271	SRIRAM S KAMATH	B.Tech.	CSE
EXP3242	DIPIN DINESH ✓	B.Tech.	CSE
EXP3268	SNEHA SAAJAN T ✓	B.Tech.	CSE

For Experion Technologies Pvt. Ltd.,

**Jijo Joseph**
Manager - HR**Date: 18th October 2016**

9th March 2017

Conditional Offer Letter

Paul Thomas Sajith
House No:2,Valsalam Residency,
High school junction
Kollam

Dear Paul Thomas Sajith,

Further to the interview you had with us, we are pleased to make a conditional offer to you for the position, **Trainee Software Engineer**. The regular Offer Letter will be sent once you submit the soft copies of the certificates of all qualifying examinations.

The terms and conditions governing you are given below:

1. Your eligibility to avail the regular offer letter is subject to your having secured a certificate of completion as declared by your Institution/University with minimum 65% on an aggregate and without any back logs.
2. Remuneration: Your Cost to Company on joining Experion will be **Rs.300,000/- (Rupees Three Lakhs only) per annum**.
3. Posting: Your posting will be either at our Trivandrum or Cochin offices based on our project demands.
4. Training Period: You will be on training for a period of 6 (six) months from the actual date of joining. Your performance will be reviewed periodically during this period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.
5. Probation Period: On successful completion of the training period, you will be placed on probation for a period of 6 (six) months with a role promotion to '**Associate Software Engineer**'. The management will evaluate your performance during the probation period, and in case your performance is not up to the desired level, the period may be extended further. On successful completion of your initial or extended probation period, you may be absorbed in the regular cadre of the company on such terms and conditions, as may be decided by the company.
6. Service Commitment Agreement: You will be required to sign a Service Commitment Agreement on joining, wherein you agree that you shall continue to serve the Company for a minimum period of two (2) years from the date of joining, failing which you shall pay



9th March 2017

Conditional Offer Letter

Gokul Vijayan
Panamkootathil
Konoor Nalukettu PO,
Koratty-680308

Dear Gokul Vijayan,

Further to the interview you had with us, we are pleased to make a conditional offer to you for the position, **Trainee Software Engineer**. The regular Offer Letter will be sent once you submit the soft copies of the certificates of all qualifying examinations.

The terms and conditions governing you are given below:

1. Your eligibility to avail the regular offer letter is subject to your having secured a certificate of completion as declared by your Institution/University with minimum 65% on an aggregate and without any back logs.
2. Remuneration: Your Cost to Company on joining Experion will be **Rs.300,000/- (Rupees Three Lakhs only) per annum**.
3. Posting: Your posting will be either at our Trivandrum or Cochin offices based on our project demands.
4. Training Period: You will be on training for a period of 6 (six) months from the actual date of joining. Your performance will be reviewed periodically during this period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.
5. Probation Period: On successful completion of the training period, you will be placed on probation for a period of 6 (six) months with a role promotion to '**Associate Software Engineer**'. The management will evaluate your performance during the probation period, and in case your performance is not up to the desired level, the period may be extended further. On successful completion of your initial or extended probation period, you may be absorbed in the regular cadre of the company on such terms and conditions, as may be decided by the company.
6. Service Commitment Agreement: You will be required to sign a Service Commitment Agreement on joining, wherein you agree that you shall continue to serve the Company for a minimum period of two (2) years from the date of joining, failing which you shall pay

EXP/HR/2018/February/684
09 February 2018

Dipin Dinesh
Suparna,Vidya Nagar,
Kalathiparambil Road,Vaduthala
Kochi-682023

Sub: Letter of Offer

Dear Dipin,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with **Experion Technologies (India) Pvt Ltd**. This Job Offer will be subject to the following terms and conditions:

1. If you accept this offer and join our services, you will be designated as **Associate Software Engineer**.
2. This offer will be valid till **19 February 2018**. If you do not join us by this date, this offer will stand automatically withdrawn, unless otherwise intimated in writing by the Company. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.
3. The overall compensation offered to you is **Rs. 3,00,300/- (Rupees Three Lakhs Three Hundred only)** per annum, which will include an Annual Variable Pay of **Rs. 20,400 /- (Rupees Twenty Thousand Four Hundred Only)** per annum subject to the policy of Experion Technologies in this regard. The detailed split up is enclosed in Annexure 1. Any further salary revision and/or promotion will be in accordance with the policy of the Company. It is to be noted that your salary information is confidential and you are expected not to divulge the information pertaining to your monthly remuneration, to your team members or peers.
4. The initial place of work would be **Cochin**. Experion Technologies reserves the right to transfer your service to any other place or office of the Company, or to any subsidiary or associate company, whether existing or still to be formed and/or offices/divisions of any of the clients or customer of the Company or affiliate companies mentioned above, at anytime, anywhere in India or abroad. Such transfer/deputation will not create any right for you to ask for revision in your compensation or other terms and conditions of employment and will be in accordance with the Company rules being in force at that time.
5. On joining, you are requested to submit the documents and other materials mentioned in Annexure 2 attached hereto.

EXP/HR/2018/February/681
09 February 2018

Sneha Saajan T
Thanikkal Chalissery(H)
Karamuck, Kandassankadavu PO,
Thrissur-680613

Sub: Letter of Offer

Dear Sneha,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with **Experion Technologies (India) Pvt Ltd**. This Job Offer will be subject to the following terms and conditions:

1. If you accept this offer and join our services, you will be designated as **Associate Software Engineer**.
2. This offer will be valid till **19 February 2018**. If you do not join us by this date, this offer will stand automatically withdrawn, unless otherwise intimated in writing by the Company. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.
3. The overall compensation offered to you is **Rs. 3,00,300/- (Rupees Three Lakhs Three Hundred only)** per annum, which will include an Annual Variable Pay of **Rs. 20,400 /- (Rupees Twenty Thousand Four Hundred Only)** per annum subject to the policy of Experion Technologies in this regard. The detailed split up is enclosed in Annexure 1. Any further salary revision and/or promotion will be in accordance with the policy of the Company. It is to be noted that your salary information is confidential and you are expected not to divulge the information pertaining to your monthly remuneration, to your team members or peers.
4. The initial place of work would be **Cochin**. Experion Technologies reserves the right to transfer your service to any other place or office of the Company, or to any subsidiary or associate company, whether existing or still to be formed and/or offices/divisions of any of the clients or customer of the Company or affiliate companies mentioned above, at anytime, anywhere in India or abroad. Such transfer/deputation will not create any right for you to ask for revision in your compensation or other terms and conditions of employment and will be in accordance with the Company rules being in force at that time.
5. On joining, you are requested to submit the documents and other materials mentioned in Annexure 2 attached hereto.

Annexure 1: Compensation Structure

Name : Sneha Saajan T
 Designation : Associate Software Engineer
 Offer Valid till : 19 February 2018

Component	Monthly Compensation	Annual Compensation
Basic Salary	8,440	1,01,280
House Rent Allowance	4,220	50,640
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	5,589	67,068
EPF Employer Contribution	1,800	21,600
ESI Contribution	0	0
Employee Welfare Fund	20	240
Gratuity	406	4,872
Total Fixed Pay	23,325	2,79,900
Total Variable Pay		20,400
Cost to the Company (CTC)		3,00,300

26th October, 2016

To

The Placement Cell
Rajagiri School of Engineering & Technology
Kochi.

Placement Program – 2017

Dear Mr. Biju,

We thank you for giving us an opportunity to be a part of your Campus Placement Program for the year 2016-17.

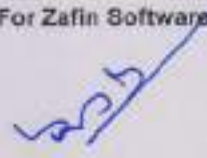
Based on our selection process, we would like to extend the Letter of Intent to the following students. The details are as below:-

Sl. No	Name of Student	College	Designation	Salary Package (CTC)	Location of Employment
1.	Ajay Menon	Model Engg. College	Software Engineer - Trainee	Rs.4,50,000 PA	Zafin India
2.	Arjunraj A	SCMS	Software Engineer - Trainee	Rs.4,50,000 PA	Zafin India
3.	Meenam Plous	Rajagiri	Software Engineer - Trainee	Rs.4,50,000 PA	Zafin India

Detailed offer letter indicating the location, break up of salary etc., will be rolled out to the students 45 days before the date of joining.

We look forward to be part of the campus placement program in the future too.

For Zafin Software Centre of Excellence Pvt Ltd,


Sreekumar KR
Managing Director

Name: MEVIN G MONSON

Address: KUZHIMANNIL (H) OUR OWN VALLEY ERAYILKADAVU KOTTAYAM 686001

College: SCMS SCHOOL OF ENGINEERING & TECHNOLOGY

Dear MEVIN G MONSON,

We are pleased to invite you to join IVTL Infoview Technologies Private Limited ("Company") as one of its valuable members, and become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible levels of service, and the highest quality software for its global customers.

Your designation is **Trainee Engineer** and you will report to a **Project Manager** who will be assigned to you on your Joining Date (as defined below). You will operate out of our office at Chennai, or any other place that we may require you to operate out of.

Your joining date is **03rd July 2017**. Your appointment shall come into effect on the Joining Date, or any date as the Company may determine, which date shall be the Joining Date, from which date you shall attend to your duties in accordance with the provisions set out herein, the Appointment Letter (as defined below) and the HR handbook (as amended from time to time). On the Joining Date, the Company will issue a letter of appointment ("**Appointment Letter**"), which you are required to execute and adhere to. You shall continue to attend to your duties as a Trainee Engineer until your appointment is terminated as per the provisions set out herein, the Appointment Letter, and the HR handbook (as amended from time to time). A copy of the HR handbook (as amended from time to time), will be provided to you on or prior to your Joining Date.

Your position will carry a cost-to-company of **Rs.5, 50,000/- (Rupees Five Lakhs Fifty Thousand Only)** per annum. You can discuss the specific details of your pay package in consultation with HR (email: offerdesk@ivtlinfoview.com) after your acceptance of the offer. You will be on probation for a period of 1 (one) year from the Joining Date ("**Probation Period**") and your appointment will be confirmed, at the Company's sole discretion, based on your performance during the Probation Period. You shall be required to give a written notice of 60 (sixty) days before resigning from your employment with the Company and you can be provided a permanent role with the Company based on your performance. If your performance is not up to the Company's standards during the Probation Period, which shall be determined solely by the Company, you shall be terminated from the services of the Company without being required to serve any notice period. Company shall also have the right to immediately terminate your services, if it is found, at any time, that you have been, or are convicted, by a court of law, or if penal proceedings are initiated or pending against you before any court of law (i) for offence(s) involving moral turpitude, (ii) offence(s) of non-cognizable nature, or (iii) for offence(s) which may be prejudicial to the Company's interests and its reputation.

Your appointment with the Company is solely based upon your representations regarding your qualifications, educational history, family details, and all other information you provided during the selection process, which the Company has relied upon. If it is found, at any point of time, that your representations regarding your qualifications and / or experience are incorrect, false, or forged, the Company shall, without prejudice to any of its other rights, terminate your services with immediate effect, without notice period, and shall not incur any liability whatsoever thereof.

Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all costs, losses, damages and liabilities that may be suffered by the Company due to such incorrect, false, or forged representations. The Company shall be entitled to seek specific performance or other injunctive or equitable relief as a remedy apart from claiming an indemnity payment from you, without limitation, for hiring charges of Rs. 5,00,000/- (Rupees Five Lakhs only).

By accepting this offer, you irrevocably consent to the Company initiating and performing all necessary background checks as may be required for, and during the course of, your employment, either by the Company or through any third party authorized by the Company in this regard. You shall complete a medical check-up at our designated hospitals / clinics prior to the Joining Date.

Offer Conditions:

This offer stands canceled in the following cases:

1. Unsatisfactory reports on the background check.
2. It is found that you have provided false information or have suppressed information during the selection process.
3. You have arrears on the Joining Date.

IVTL Infoview Technologies Pvt. Ltd

CORPORATE IDENTITY NUMBER : U72200TN2000PTC045854

3F, Melaram Vishranthi Towers, 2/319, Rajiv Gandhi Salai (OMR), Karapakkam, Chennai - 600 097. INDIA
Phone: +91-44-4742 3300 Fax: +91-44-4742 3301 www.ivtlinfoview.com E-mail: infoserv@ivtlinfoview.co.jp

4. Your final overall CGPA or % of marks has fallen from the time you were recruited, or the 7th semester, whichever is later.
5. You not participating in the "pre-employment training" conducted by the Company in cooperation with your college's placement department.

Mandatory

Prior to the Joining Date:

- A. You must have created your profile in **NSR** (National Skills Registry) <https://nationalskillsregistry.com/> and have registered thereon.
- B. You must have Java certification (JAVA 7 or JAVA 8) at the time of joining as per the below options.

Option 1: Core Java & 'Advanced Java' courses from below listed institutes.

Institutions: "NIIT", "ACCEL", "CMS", "SSI", "3EDGE" and "IIHT".

Option 2: Study in any institute & do below certifications / Study of your own & directly enroll for below 'Oracle Online Certifications'.

Oracle Certified Associate, Java SE 7 Programmer & Oracle Certified Professional, Java SE 7 Programmer.

Link: https://education.oracle.com/pls/web_prod-plq-dad/db_pages.getpage?page_id=615&get_params=key.Java%20Se7

- C. You must have completed a medical check-up at our designated hospitals / clinics.

Non-Mandatory

Learn Java 8.0, Google Closure, Cassandra DB/KVS and Spring MVC, which will help you to transition quickly and comfortably into your role with the Company.

Submission of Documents

On the Joining Date, you are required to submit the following documents for our records:

1. 6 (six) passport size photographs;
2. 1 (one) copy of education certificates and mark sheets for 10th (tenth) and 12th (twelfth) standards, and for each semester in your under graduate course;
3. 1 (one) copy of Java certification;
4. 1 (one) copy of the first 2 (two) and last 2 (two) pages of your valid passport (if available);
5. 1 (one) copy of your PAN card;
6. 1 (one) copy of your Aadhar card and
7. 1 (one) copy of NSR Certificate.

You are required to bring the originals of the applicable documents set out above on the Joining Date, for verification.

As a member of IVTL Infoview team, we would ask for your commitment to outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of the Company. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

Kindly return the signed duplicate copy of the letter as an acceptance of the above-mentioned offer on your joining date. You shall make best efforts to commence attending to your duties here by on 3rd July 2017.

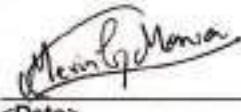
Sincerely,

For IVTL Infoview Technologies Private Limited


Chandrasekaran Neduncheralathan
CEO, IVTL Infoview Technologies Private Limited



By MEVIN G MONSON


<Date> 08/05/2017

IVTL Infoview Technologies Pvt. Ltd

CORPORATE IDENTITY NUMBER : U72200TN2000PTC045854

3F, Melaram Vishranthi Towers, 2/319, Rajiv Gandhi Salai (OMR), Karapakkam, Chennai - 600 097. INDIA
Phone: +91-44-4742 3300 Fax: +91-44-4742 3301 www.ivtlinfoview.com E-mail: infoserv@ivtlinfoview.co.jp

SALARY OFFER

NAME: MEVIN G MONSON

LOCATION: Chennai

POSITION: Trainee Engineer

EDUCATION: B.E / B.TECH - CSE

Annual remuneration offered by the Company is Rs. 5, 50,000/-, broken up in the manner set out below:

Pay Components:

Components	Figures (In INR Per Annum)
Basic Pay	1,65,000
House Rent Allowance	49,500
Conveyance Allowance	33,000
Dearness Allowance	1,35,000
Special Allowance	1,21,477
Total Emoluments per Annum (A)	5,03,977

Infoview Benefits:

EPF (Employer Contribution)	21,600
Professional Tax	As Applicable
Labour Welfare Fund	As Applicable
Income Tax	As Applicable
Gratuity	14,423
Group Insurance	Upto 10,000
Total (B)	46,023
Pay per Annum (A+B)	5,50,000

All applicable taxes payable and statutory deductions (including labour welfare deductions) will be per applicable law, based on the above remuneration. Further, group medical insurance will come into effect after 3 (three) months from the Joining Date.

Sincerely,

For IVTL Infoview Technologies Private Limited

By MEVIN G MONSON



Chandrasekaran Neduncheralathan
CEO, IVTL Infoview Technologies Private Limited

<Date> 08/05/2017



IVTL Infoview Technologies Pvt. Ltd

CORPORATE IDENTITY NUMBER : U72200TN2000PTC045854

3F, Melaram Vishranthi Towers, 2/319, Rajiv Gandhi Salai (OMR), Karapakkam, Chennai - 600 097. INDIA
Phone: +91-44-4742 3300 Fax: +91-44-4742 3301 www.ivtlinfoview.com E-mail: infoserv@ivtlinfoview.co.jp



Ref: LTTS/HR/ET/2017/052

29th May, 2017

Mr. Aswanth VP
Ayiliam, Valayam,
Vadakara, Kozhikode,
Kerala 673517

Ph: 9400460948

Offer of Intent

Dear Aswanth,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position **Associate Engineer**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.

This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be as per the Annexure attached



Ref: LTTS/HR/ET/2017/053

29th May, 2017

Ms. Aishwarya Manasy KK
Kurunnath,
Chathari,
Tripunithura P.O - 682301

Ph: 9497680846

Offer of Intent

Dear Manasy,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position Associate Engineer. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

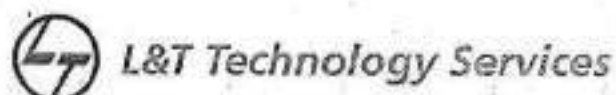
- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.

This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date,

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be as per the Annexure attached



Ref: LTTS/HR/ET/2017/055

29th May, 2017

Mr. Francis Febin N
AKG Road, Adapally Toll,
Emakulam, Kerala,
Kochi 24

Ph: 9497707318

Offer of Intent

Dear Febin,

Greeting from L&T Technology Services Ltd.

We are pleased to make you this offer of intent for the position Associate Engineer. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.

This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be as per the Annexure attached

**ANNEXURE**

Name : Francis Febin N		
Grade : LTTS-2		

Salary Components	MONTHLY	ANNUAL
	(INR)	(INR)
Basic Salary	10,940	1,31,280
Flexible Benefit Plan (FBP)	15,250	1,83,000
Allowances & Reimbursements under FBP House Rent Allowance (HRA) Conveyance Allowance Meal Card Children Education Allowance Mobile Expenses Reimbursement Domiciliary Medical Expenses Reimbursement Leave Travel Assistance (LTA) FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	26,190	3,14,280
Provident Fund (@ 12% of basic salary)		15,756
TOTAL FIXED COMPENSATION==>		3,30,036
Variable Pay (Performance Linked)		30,000
TOTAL COMPENSATION==>		3,60,036

[Signature]



Ref: LTTS/HR/ET/2017/054

29th May, 2017

Ms. Antony Heera
Sankoorikal House,
Southern Street,
Narakkal P.O

Ph: 9526766426

Offer of Intent

Dear Heera,

Greeting from L&T Technology Services Ltd.

We are pleased to make you this offer of intent for the position Associate Engineer. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.

This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be as per the Annexure attached



Ref: LTTS/HR/ET/2017/051

29th May, 2017

Ms. George Merin *George*
 Pynadath(H),
 Edakkunnu,
 Paduvapuram P. O

Ph: 7025225977

Offer of Intent

Dear Merin,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position **Associate Engineer**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.

This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be as per the Annexure attached

17-Feb-17

CONFIDENTIAL

Dear Vishnu K Suman,

Welcome to Tavant!

We are pleased to extend an offer of employment to you as **Quality Engineer**. This role will be based out of the Tavant Technologies Offshore Development Center. Your compensation and benefits are as detailed in the attached annexure.

Tavant is a rapidly evolving new generation services organization and differentiates itself with its focused platform based services approach, to building enterprise class applications for its clients. We believe that with such a differentiated and evolving approach, we will be in a strong position to play a leadership role in the IT services space.

We are sure that your association with us will be enriching and rewarding. At Tavant, we strive to create a workplace that is teeming with intelligent and creative minds, a workplace where work-life balance is part of the culture of the organization, and a workplace where ownership, risk and initiative taking is rewarded and reinforced on a continuous basis.

In the next couple of pages you will find details of your offer and other important information, and we request you to study them in detail and sign a copy of your acceptance once you are fully convinced that you have all the relevant information to accept our offer. If there is anything that needs more clarity you can call **Juhi Agarwal** at 9538864089 or mail at the following mail id: juhi.agarwal@tavant.com

We believe that by you choosing us, you have embarked on a very exciting journey ahead.

Yours sincerely

For Tavant Technologies India Pvt. Ltd.



R Suman Arunagiri
Senior Manager- Human Resources

17-Feb-17

CONFIDENTIAL

Dear Abeena P Sebastian,

Welcome to Tavant!

We are pleased to extend an offer of employment to you as **Quality Engineer**. This role will be based out of the Tavant Technologies Offshore Development Center. Your compensation and benefits are as detailed in the attached annexure.

Tavant is a rapidly evolving new generation services organization and differentiates itself with its focused platform based services approach, to building enterprise class applications for its clients. We believe that with such a differentiated and evolving approach, we will be in a strong position to play a leadership role in the IT services space.

We are sure that your association with us will be enriching and rewarding. At Tavant, we strive to create a workplace that is teeming with intelligent and creative minds, a workplace where work-life balance is part of the culture of the organization, and a workplace where ownership, risk and initiative taking is rewarded and reinforced on a continuous basis.

In the next couple of pages you will find details of your offer and other important information, and we request you to study them in detail and sign a copy of your acceptance once you are fully convinced that you have all the relevant information to accept our offer. If there is anything that needs more clarity you can call **Juhi Agarwal** at 9538864089 or mail at the following mail id: juhi.agarwal@tavant.com

We believe that by you choosing us, you have embarked on a very exciting journey ahead.

Yours sincerely

For Tavant Technologies India Pvt. Ltd.



R Suman Arunagiri
Senior Manager- Human Resources

COMPENSATION: You are expected to choose any one of the two options given in annexure 1 and annexure 2.

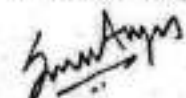
Salary Annexure 1:

Designation	Quality Engineer	
Level / Band	Associate Professional Band - 1	
TOTAL REMUNERATION WORKSHEET		
SALARY COMPONENTS	MONTHLY	ANNUAL
	(In Rs.)	(In Rs.)
Basic	16,667	200,000
House Rent Allowance	6,667	80,000
Medical	1,250	15,000
Conveyance Allowance	1,600	19,200
Allowance	5,150	61,800
Sub Total (1)	31,334	376,000
Company's Contribution to PF	2,000	24,000
COST-TO-COMPANY (CTC)	33,333	400,000
Food coupons	550	6,600
Gratuity	800	9,600
Medical Insurance		8,581
Group Term Life Insurance		652
Sub Total (2)	1,350	25,433
TOTAL COST-TO-COMPANY (TCTC)	34,683	425,433

- **Food Coupons:** Every month you will receive a company contribution of INR 550.
- **Gratuity:** You will be paid Gratuity as per the prevailing Gratuity Act.
- **Medical Insurance:** You will be covered under the Group Mediclaim Policy for self. You can cover your dependents also under the scheme as per the company policy. The amount mentioned here is the premium that the company pays on your behalf.
- **Group Term Life Insurance:** You will be covered under the Group Term Life Insurance from your date of joining as per the company policy. The premium shall be borne by the company.

Yours sincerely

For Tavant Technologies India Pvt. Ltd.



R Suman Arunagiri
Senior Manager- Human Resources

SCMS School of Engineering and Technology-Congratulations to the Selected Candidates!!!

Sutherland Campus Team India <CampusTeam.India@sutherlandglobal.com>

To: 'sset@scmsgroup.org' <sset@scmsgroup.org>

Cc: ChandraShekhar G3 <ChandraShekhar.G3@sutherlandglobal.com>

Dear Mr.R.Sahadevan,

Greetings from Sutherland Global Services!!!

It was indeed a pleasure being in your institution for Campus Hiring . I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews & have hearty Congratulations to the below Candidates,

Sl. No	Qualification	First Name	Last Name	Email	PHONE	Alternative Number	DOB	Fathers name	
1	CSE	Elizabeth	Thomas	elizabeththomas94@gmail.com	9497565282	9847045282	28-May-94	P G Thomas	Si
2	Civil	Linu	Mary Philip	linumaryphilip26@gmail.com	9446019269	9745653630	1-Dec-95	Philip Varghese	Si
3	ECE	Sreedevi	M	sreedevi.m96@yahoo.com	9995494390	7736377508	28-Jan-96	T Nandakumar	Si
4	ECE	Nikolar	Abdul Jaleel	nikolar26@gmail.com	9539163610	9846825789	8-May-95	P Abdul Rahman Abdul Jaleel	Si
5	CSE	Ansa	T V Philip	ansachin7@gmail.com	8113969338	4792426764	1-Mar-94	T V Philip	Si
6	CSE	Ashia	Unnikrishnan	ashiaunni73@gmail.com	8156883852	8156883884	9-Dec-94	M K Unnikrishnan Nair	Si
7	CSE	Thayyipa	Nasreen	thayyipa.nasreen@gmail.com	8138869956	8746650105	4-Jul-95	Styod P M	Si
8	EEE	Ajmal	Shahid V M	ajmalshahid36@gmail.com	8547203682	9447001243	6-Jun-95	V Z Mohammed Shahid	Si
9	EEE	Anand	V	anandv12@gmail.com	8129513071	9847059514	4-Sep-95	Ayyappan O	Si
10	EEE	Bharath	Raj	raj.bharath@gmail.com	8592818190	8589818190	3-Jun-95	Krishna Raj	Si
11	EEE	Akhi	Ashraf	ashrafakhi@gmail.com	8986772406	9946906636	4-Jun-95	Ashraf Y	Si
12	ECE	Nithin	Thomas	nithin.nadavath@gmail.com	9400551130	9446665945	22-Mar-95	Thomas P J	Si
13	ECE	Nikhil	Pisharody	nikhilpisharody@gmail.com	8281092753	9349433322	30-Oct-95	V P Madhu	Si
14	Auto	Firoz	Khan	firozkhankd85@gmail.com	9746841873	9695866975	30-May-96	Hussain P	Si
15	Mech	Mohamed	Saleem	mohamedsh9718@gmail.com	949682412	9895703702	6-Feb-96	Saleem A C	Si
16	Mech	Mohammed	Hashir	hashirmohammed1@gmail.com	8943507099	9646505454	31-Jan-96	Rahim	Si
17	CSE	Shabeera	T M	shabeerat795@gmail.com	8943764656	9746115724	8-Jul-95	Nazeer Imed M V	Si
18	CSE	Ravana	K M	ravanakmrahmed@gmail.com	9446070342	7736305017	3-Nov-95	Mohammed K A	Si
19	CSE	Lakshmi	Subhash	lakshmisubhashdine@gmail.com	9447325466	9846011258	30-Sep-95	D Subhash	Si
20	CSE	Lakshmi	V	lakshmi.v.kuraj@gmail.com	9400108548	9495789676	23-Oct-95	T V Venkataioman	Si
21	ECE	Mohamed	Aathil	aathil.mohammed2@yahoo.com	9447757678	9400261533	1-Sep-95	A S Nazar	Si
22	Mech	Ashish	Thomas	ashishanil331@gmail.com	9633123968	9447874641	13-Jul-95	Anil Thomas	Si
23	Mech	Anun	Syam	anun.syd@gmail.com	9667578314	9447672825	20-Sep-94	Syam Kumar K P	Si
24	Mech	Muhsin	K	muhsin04@gmail.com	9847843048	7307756363	24-Oct-93	Samudheen K	Si
25	EEE	Elizabeth	Varghese	elizabethvarghese92@yahoo.com	8291389559	9495461648	8-Mar-95	Varghese T Paul	Si
26	EEE	Gopika	G	gopikagopin97@gmail.com	9633728196	9037507996	20-Sep-95	Govindhan K Nair	Si
27	CSE	Alex	Michael	alexnicholas9110@gmail.com	9497554235	9447527822	30-Oct-95	Michael M O	Si

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Reprints

SUTHERLAND

EXTRA
FILE

3 attachments

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EXTRA
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SCMS School of Engineering and Technology-Congratulations to the Selected Candidates!!!

Sutherland Campus Team India <CampusTeamIndia@sutherlandglobal.com>
To: "aset@scmsgroup.org" <aset@scmsgroup.org>
Cc: Chandrasekhar G3 <Chandrasekhar.G@sutherlandglobal.com>

Dear Mr.R.Sahadevan,

Greetings from Sutherland Global Services!!!

It was indeed a pleasure being in your institution for Campus Hiring "Consultant". Our hearty Congratulations to the below Candidates.

S.No	Educational Field	Candidate Name	Telephone No	Alternate Number	Email ID	Date of Birth	Father's name	
1	B.Tech-CSE	Sriya Joy	8301093783	0484-2618378	srijoyv@gmail.com	8-Apr-95	Joy Curo	SCMS School of
2	BE-Civil	Sanga Rajesh	8547860379	9744247720	sangaprn@gmail.com	12-May-95	P.R.Rajesh	SCMS School of
3	B.Tech-CSE	Neethu Jose	9496171486	9995110591	joseaneethu75@gmail.com	31-Dec-95	Jose	SCMS School of
4	B.Tech-CSE	Vineetha V	9746066294	9746823449	vineethav17091994@gmail.com	17-Sep-94	Vijayakumar,S	SCMS School of
5	B.Tech-CSE	Radhika R	8590866493	9388611593	radhikaraghuz5@gmail.com	25-Oct-95	Raghunathan,G	SCMS School of
6	B.Tech-CSE	Anjali P.S	8281923776	8281404546	anjaliys.p.s185@gmail.com	12-Apr-95	P.S.Suresh	SCMS School of
7	B.Tech-CSE	Sania Praveen,K.T	9447739702	9446391701	saniaspraveenktd@gmail.com	19-Jun-94	Praveen Kumar,K.T	SCMS School of
8	B.Tech-CSE	Anu Paul	9956500585	7736111885	anuk12@gmail.com	6-Dec-95	Paul,T.R	SCMS School of
9	B.Tech-CSE	Anjitha K.B	8281370030	9446510030	anjithakb1@gmail.com	12-Aug-95	Baby,K.B	SCMS School of
10	B.Tech-CSE	Anjali Rajaiv	9539392002	9745960695	anjalinew1995@gmail.com	11-Apr-95	Rajeev	SCMS School of
11	B.Tech-CSE	Ancha Duth,M.S	8592873840	9447434403	anchaduth5@gmail.com	5-Mar-95	Sunil Duths,M.S	SCMS School of
12	B.Tech-CSE	Trishna Upal	9605087555	8281895329	trishnapa26@gmail.com	26-Jun-95	Anantha Kiri	SCMS School of
13	B.Tech-CSE	Jameena V.A	8156941824	9037640190	jameenavsk@gmail.com	29-Sep-95	Abdur Jabbar	SCMS School of
14	B.TECH-EEE	Aseeni Kalas V	9659612951	9605254776	aseenikalas@yahoo.com	19-Jun-95	Viswambharan	SCMS School of
15	B.Tech-CSE	Rosmol James	9744514784	9446231455	rosmol1895@gmail.com	31-Jan-95	James Joseph	SCMS School of
16	B.Tech-CSE	Siray Boban V	7293970333	7293901212	sirayboban@gmail.com	12-Aug-95	Boban J.Vadakkethala	SCMS School of
17	B.Tech-CSE	Sneekshmi Nair	9495593557	9446646935	sneekshminair77@gmail.com	28-Apr-95	Kajith Kuenr	SCMS School of
18	B.Tech	Ayyappaiah M.R	9446923695	9446232595	ayyappaiahm@yahoo.com	6-Jun-95	Ranj.M.S	SCMS School of
19	B.Tech	Madhan Xavier	8086647096	9562841903	madhanxavier44@gmail.com	4-Apr-95	Xavier,T.A	SCMS School of
20	B.Tech	Sreedhar Thomas	9605334882	9446247484	sreedhar03@gmail.com	3-Sep-95	Sreedharan M	SCMS School of
21	B.Tech	Thayyudhees Bava	9567549080	9308844486	thay08@gmail.com	26-Jan-96	Abdul Karim	SCMS School of
22	B.Tech-CSE	Razin Hussain	9895319793	9495148377	razinhussain123@gmail.com	27-Aug-94	P.U.Hussain	SCMS School of
23	B.Tech-CSE	Tharaneesh Aslam	9745697775		tharaneeshaslam@gmail.com	27-Oct-95	Aslam	SCMS School of
24	B.Tech-CSE	Vyahnar V	8086764541	9745682628	vyahnarv@gmail.com	14-Oct-95	Unnikrishnan,O.P	SCMS School of
25	B.Tech-CSE	Vishnu P.G	9947995976	9609141854	vishnupgna@gmail.com	18-Oct-94	P.Gopinathan	SCMS School of
26	B.Tech	Henry David	8281959968	9846539668	henrydavid008@gmail.com	18-Apr-95	David	SCMS School of
27	B.Tech-CSE	Achijith B	8089341473		achijithb3@gmail.com	13-Sep-95	Babu Rajendran MA	SCMS School of

28	B.Tech-CSE	Afey Varghese	8538883458	9385481996	afeyvarghese@gmail.com	11-Aug-94	Varghese Aracval	SCMS School of
29	B.Tech-ECE	Asif Muhammad	9086863400	9539052419	asifmohd4@gmail.com	9-May-95	M.M.Kasim	SCMS School of
30	B.Tech-ECE	Amir M.H	9048890298	9388309181	amir.mh07@gmail.com	27-Apr-94	M.K.Prasanth	SCMS School of
31	B.Tech-EEE	Fajar Ahmed.T	9487384383	0495-2330131	fajrahmed@gmail.com	24-Mar-95	Ahmed Kaya.T	SCMS School of
32	B.Tech-EEE	B.Anandha Krishnan	9496394423	7293281585	brand100139@gmail.com	27-Jul-95	Thorbakath House	SCMS School of
33	B.Tech-Auto	Akhi T.D	9142904844		akhidragon@gmail.com	5-Apr-95	Deepan.T.C	SCMS School of
34	B.Tech-CSE	Ananthu A.V	9048017495	9048212176	ananthu446@gmail.com	8-Mar-95	A.A.Velayudhan	SCMS School of
35	B.Tech-CSE	Anoop K.U	9948976844	9848613345	9848613345@gmail.com	30-Oct-95	K.V.Uthaman	SCMS School of
36	B.Tech	Ash Raj R	8583908608	940686599	ashraj305@gmail.com	19-Dec-93	Rajendran	SCMS School of
37	B.Tech	Rahul Babu K	8288533429	9446446854	rahulbabu1@gmail.com	30-Aug-95	Babu.K.P	SCMS School of
38	B.Tech	Aty Antony K.P	8893520727		kunhalingat@gmail.com	30-Apr-95	K.P.Antony	SCMS School of
39	B.Tech	Anjay Kiran V	9400604055		anjaykiran@gmail.com	22-Aug-95	K.Vijaynagharan	SCMS School of
40	B.Tech	Tejus K.S	8281748799	9443236387	kstojas@gmail.com	10-Apr-98	Surendran	SCMS School of
41	B.Tech	Nikhil Jose	8985831947		nikhiljose@gmail.com	5-Apr-95	Jose.RA	SCMS School of
42	B.Tech	Ahmed Jasim	9744745321		jasim09m@gmail.com	2-Sep-95	Saidani	SCMS School of
43	B.Tech	Sangeetha Babu	9086066826	9747430011	sangeethababu844@gmail.com	12-Aug-94	Babu Damodharan	SCMS School of
44	B.Tech-ECE	Midhun Reghunath	9946121855	9746829788	midhunregunathan@gmail.com	13-Mar-95	Reghunathan	SCMS School of
45	B.Tech	Samson K.Salin	8086112460	9947128029	hannysalim@gmail.com	19-Oct-94	Salin Thomas	SCMS School of
46	B.Tech	Sreejith P.Mohan	7558893218	9846497106	sreejithp135@gmail.com	21-Aug-95	Perikkattu House	SCMS School of
47	B.Tech-CSE	Adiya A	8891931412	9037169182	adiyaaan20@gmail.com	20-May-94	K.Arun	SCMS School of
48	B.Tech	Aftab Abdulla	9539727168	9945142108	afhabu4@gmail.com	9-Mar-93	Abdulla Mohideen	SCMS School of

The Provisional offer letters for these Candidates would reach your institution within the next few days.

Regards,



Stephen Rajan
HR-Campus Initiatives
Chennai

944-42297534

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SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SCMS School of Engineering and Technology
Date: 4/25/2017

Dear Sreelakshmi Nair - B.Tech-CSE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). This offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SCMS School of Engineering and Technology
Date: 4/25/2017

Dear Archana Duth, M.S - B.Tech-CSE (NV)
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

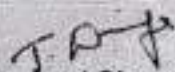
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo +91 44 4391 7884
CIN.U72200TN2000PTC045578

-60 64

APPOINTMENT LETTER

February 22nd, 2017

Leo Joseph

Kochappilly House, Chembumukku, Kakkanad PO, 682030

Dear Leo:

We are pleased to offer you the position of **Software Engineer - Trainee**, with the Software Development Division, of **RapidValue IT Services Pvt Ltd**, from herein referred to as "RapidValue" in the rest of the document. **The training will be for a period of 6 months**, after which, based on your performance you will be made a confirmed employee of RapidValue.

Your CTC will be **3,16,000/-** based on your performance and successful completion of training. During the training period you will be paid a monthly stipend of **Rs. 20,000**. Your intended start date will be confirmed later.

You will be governed at all times by the policies and procedures of RapidValue. If your performance or conduct is found to be unsatisfactory during the training period, you will be terminated within a day's notice.

You are entitled to avail a total of **6 days** paid leave during your training. If you exceed the number of allowed leaves, the salary for days exceeded will be deducted from your monthly stipend.

Sincerely

For RapidValue IT Services Pvt Ltd

Authorized Signatory



SAYONE
technologies

www.sayonetech.com

Date: 20.Mar.2017

Greetings from SayOne Technologies!

Dear Atley,

Congratulations!

Following our recent discussions, we are delighted to inform that, you have been selected for the Company Sponsored Internship Training. After the successful completion of training, you will be joining **SayOne Technologies** as Jr. Software Engineer.

Date of Joining: 01.Jun.2017 at 9:30 AM

Please bring the below mentioned documents at the time of joining.

1. Passport Size photos (4 No's)
2. Copy of a Birth Certificate
3. 10th & 12th Mark Sheets (Original and 1 Copy)
4. Degree Certificates – Final Mark Sheets (Original and 1 Copy)
5. Address Proof (2 Copies)
6. Passport (2 Copies)
7. PAN Card (2 Copies)
8. Name, Address & Relationship of 2 references

Again Congratulations and welcome to our **Team SayOne**

Best Regards,

Sruthi Surendran
HR Manager,
SayOne Technologies Pvt Ltd

Non receipt of your acceptance may entail cancellation of the offer made herein.



SAYONE
technologies

www.sayonetech.com

Date: 20.Mar.2017

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Dear Atley,

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2. Copy of a Birth Certificate
3. 10th & 12th Mark Sheets (Original and 1 Copy)
4. Degree Certificates – Final Mark Sheets (Original and 1 Copy)
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6. Passport (2 Copies)
7. PAN Card (2 Copies)
8. Name, Address & Relationship of 2 references

Again Congratulations and welcome to our Team SayOne

Best Regards,

Sruthi Surendran
HR Manager,
SayOne Technologies Pvt Ltd

Non receipt of your acceptance may entail cancellation of the offer made herein.

Ref No: PSTVM/ 03070117

May23rd, 2017

To
Mr. Ajay Augustine
Maloth House
ST. Jude Road
Mattamel, Thevara
Kochi, Kerala
Pin: 682013

Dear Mr. Ajay Augustine,

Sub: Offer of Employment as **Associate Software Engineer Trainee**

With reference to the discussions that we had with you, we are pleased to extend you an offer as **Associate Software Engineer Trainee** with Pivot Systems. Your location of work will be Trivandrum.

1. Your annual gross salary along with the breakup of salary is attached herewith as in **Annexure-A**.
2. You have to report to our Trivandrum office for joining formalities on **June 01st, 2017**. At the time of joining, you are requested to submit copies along with originals for verification of the following. The original documents will be retained with us.
 - a. **Certificates supporting your educational qualifications along with mark sheets.**
 - b. **Five passport size color photographs.**
 - c. **Medical Fitness Certificate, Issued not later than 3 months prior to joining date.**
3. Please note that if we do not receive the communication from you accepting our company's offer with in three business days from the date of this offer letter, the offer stands withdrawn thereafter unless and until we extend the date and the same is communicated to you in writing.
4. Our offer to you has been made based on information furnished by you at the time of interviews. However, if there is a discrepancy in the documents / certificates given by you as a proof in support of your qualifications and experience or if any contradiction with regard to information already furnished to us comes to our notice, the company reserves the right to cancel the offer of employment.
5. Though at this time you are being hired for a position in our Trivandrum office, the company reserves the right to transfer you, temporarily or permanently, to any other office of the company within or outside India should such a need arise. In such case, your employment will be guided by the policies applicable at the new work location.
6. **Termination of Employment:**
 - a. Upon confirmation and after any agreement period, your employment with us may be terminated by either party by providing **two months notice**. Upon confirmation and within any agreement period, your employment with us may be terminated by the company by providing **two months notice**. During the probation/training period, your employment may be terminated by the company on **one month notice**.
 - b. Unauthorized absence from duty for a continuous period of 5 days will be grounds for termination and the employee will be liable for paying the agreement amount if the employee is still under agreement period.

Ref No: PSTVM/ 03070117

May23rd, 2017

To
Mr. Ajay Augustine
Maloth House
ST. Jude Road
Mattamel, Thevara
Kochi, Kerala
Pin: 682013

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4. Our offer to you has been made based on information furnished by you at the time of interviews. However, if there is a discrepancy in the documents / certificates given by you as a proof in support of your qualifications and experience or if any contradiction with regard to information already furnished to us comes to our notice, the company reserves the right to cancel the offer of employment.
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 - a. Upon confirmation and after any agreement period, your employment with us may be terminated by either party by providing **two months notice**. Upon confirmation and within any agreement period, your employment with us may be terminated by the company by providing **two months notice**. During the probation/training period, your employment may be terminated by the company on **one month notice**.
 - b. Unauthorized absence from duty for a continuous period of 5 days will be grounds for termination and the employee will be liable for paying the agreement amount if the employee is still under agreement period.

**CABOT**

44 66

01 Apr 2019

CONFIDENTIAL

Dear Nived Chandran M,

Based on your reviews, the Company is pleased to inform that, with effect from April 01 2019, you have been promoted to **Software Engineer L1** and your CTC has been revised to **462,840** INR per annum. This is subject to deductions for taxes and other withholdings as required by law and the policies of the company.

Details of your revised compensation in INR is as follows:

Sr. No.	Compensation Head	Monthly	Annual
	Basic Salary	12,887	154,644
	House Rent Allowance	5,155	61,858
	Special Allowance	16,958	203,498
	Provident Fund [Employer Contribution]	1800	21600
	Employee Welfare Fund [Employer Contribution]	20	240
	ESI	0	0
	Individual Performance Bonus (5% of Gross Pay*)		21,000
	Cost to Company	36,820	462,840

*Gross Pay = Basic + HRA + Special Allowance

- Break-up of remuneration is under review and is subject to change
- Individual Performance Bonus is paid out annually. It will be based on the performance of the individual and will be paid up to 100% of the bonus component

CIN: U72200KL2010PTC025797

Registered Office

Cabot Technology Solutions Pvt Ltd, #102, First Floor, Lulu Cyber Tower
Infopark, Kakkanad, Kochi - 682 042, Kerala, India

GST : 32AADCC9320K2ZR

15
TURBOLAB TECHNOLOGIES PRIVATE LIMITED

Regd. Office: 1X/418-D1 Asset Padannatt I Pulse, 1st Floor Thengod P.O.
Edachira, Kakkanad, Kerala 682030
CIN: U72200KL2014PTC037649

To

Nagaraj R P. tu
Vishnu Sagaram,
Near Kalikkotta Palace Infort,
Tripunithura Ernakulam, Kerala 682305

Wednesday, 22, Nov, 2017

Dear Nagaraj

We are pleased to offer you an appointment with Turbolab Technologies Private Limited as **Junior Software Engineer** under the following terms and conditions:

Terms & Conditions

1. Your Cost to the Company (CTC) will be **1.80 Lakh Per Annum**. The components of your salary would be governed by Company policies as amended from time to time.
2. In addition to salary components, you shall also be entitled to the following benefits as per applicable Company Policies & rules during your tenure with Turbolab Technologies Private Limited:
3. Your base location will be **Cochin, Kerala India**
4. You will also be reimbursed business related expenses incurred in accordance with relevant Company policies as applicable from time to time. The specific amounts for these expenses will depend on the nature and scope of your duties, and will be conveyed to you at the time of accepting this assignment.
5. You shall be required to provide the Company all documents and information as set forth under Annexure I of this appointment letter.
6. You will be entitled for leave / holidays as per the Company's Leave Management Policy. Accumulation / carry-forward of leave will be governed as per the existing Company policy on the subject.
7. Your services may be terminated by either party, giving notice in writing for two months or payment of two month fixed pay in lieu thereof. The Company reserves the right not to accept salary in lieu of notice.
8. Turbolab Technologies Private Limited reserves the right to terminate your employment during probation period or even otherwise without notice on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.



**cabot technology
solutions pvt ltd**

INNOVATION TO THE CORE

SEZ Division

102, Lulu Cyber Tower, Infopark, Kakkanad, Kochi - 682 042
info@cabotsolutions.com, Ph: +91 (484) 404 5555

Vivek Prakash
Aswathi,
Near O.K.U.P School,
Edakkad, Kannur-670663

09 June 2017

CONFIDENTIAL

Dear Mr.Vivek Prakash,

We are pleased to extend to you an offer of employment as **Trainee** with **Cabot Technology Solutions Pvt. Ltd.** Kochi, Kerala. This decision is made based on the information provided by you at the interview and this offer of employment is contingent upon successful completion of a background check. Your responsibilities would be as directed by the company from time to time. We would like to hear from you in writing (via email) by 5 pm, **09 June 2017**, about whether you are accepting this offer. If the response is in the affirmative, your joining date shall be **27 June 2017**. [A detailed appointment letter with terms and conditions of employment shall be provided on the day of joining.]

You will be on probation during the first six months. Your CTC will be **Rs. 20,000** per month (when annualized, this would equate to **Rs.2,40,000/**) and is subject to deductions for taxes and other withholdings as required by law and the policies of the company. The Salary structure is attached as **Annexure 1**.

You shall agree to be in the service of the company for a minimum period of eighteen months from your date of joining. If for any reason, should you choose to terminate the contract of employment before the stipulated 18[**eighteen**] month period, you are bound to pay Cabot Technology Solutions Pvt. Ltd., an amount of **Rs. 1,00,000**(Rupees One Lakh).

Our office is open from 8:30 am to 8:30 pm, Monday through Friday. We follow a flexi-time work schedule with the core period being between 10 am and 6 pm. Employees are expected to put in a minimum of 45 billable hours per week. Vacation is accrued at 1.33 days per pay period, which is equivalent to 16 days on an annual basis. Upon completing 2 years of employment at our



Building a better
working world

EY Global Delivery Services
India Private Limited,
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016,
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

24 November, 2017

Ms Dilsha Pulimuttam Das
Pulimuttam (H) Karukunnu,
U C College P.O, Aluva,
Ernakulam,
Kerala - 683102

Contact No: +91 7558084728
Email: dilshapdas003@gmail.com

Dear Dilsha,

Subject: Appointment in the position of
Associate Test Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to make this offer to you for the above said position in EY Global Delivery Services India Private Limited (the "Company") subject to the following terms and conditions:

here to search

05-Nov-18

Vinu Philip
Chempakasseril, NAD Road
Kalamassery P.O.
Ernakulam - 683104
+91-9446081529

SUB: APPOINTMENT LETTER

Dear Vinu

With reference to your application for employment and subsequent interview and discussions, we are pleased to appoint you as **Software Engineer** with Wichtig India HR Services Pvt. Ltd. (A division of Buck Global LLC.) on the following terms and conditions:

1. Your gross salary will be **Rs. 3,25,000.00 (Indian Rupees Three Lakh Twenty-Five Thousand Only)** per annum. The LLP will deduct taxes as appropriate and consistent with the Indian Tax Regulations from time to time. You will be responsible for your tax liabilities under applicable tax laws and regulations. The LLP shall also have the right to vary, amend and modify any item of the salary package including the benefits as per the LLP policy and procedures and as per any law prevalent in the Country.
2. You may be required to work in shifts. Your work schedule will be provided to you by your Manager/Supervisor upon your joining.
3. National and Festival holidays will be provided to you in accordance with the applicable law.
4. Your initial place of work will be **Wichtig India HR Services Pvt. Ltd., 1st Floor, Plot No. 16, Geo Infopark, Kinfra, Infopark P. O., Kakkanad, Kochi 682 042, Kerala, India**. However, your services are transferable, and you may be assigned to any location in India or abroad where the LLP or any of its affiliates, associates, subsidiaries or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
5. You will be on probation for six calendar months, which may be extended by the LLP at its discretion. Your probation period will be considered completed only upon receiving notification in writing from the LLP.
6. During probation, either party may terminate this contract by giving **30 days** prior notice in writing or upon payment of **30 days** salary in lieu thereof. Post confirmation, either party may terminate this contract by giving a prior written notice of **two** calendar months to the other party or upon payment of salary in lieu thereof. At its sole discretion and without being bound to do so the LLP may waive off the notice period or any part thereof.



Monday 18th December, 2017

Vaisakh V N
Vettath (H),
Annamanada P.O.,
Thrissur (Dt)
PIN : 680741

Letter of Offer of Employment – Junior programmer

Dear Mr Vaisakh,

SQUAD TECHNOLOGIES PVT. LTD is pleased to offer you a job of **Junior Programmer**. We trust that your knowledge, skills and experience will be among our most valuable assets.

Should you accept this job offer, you'll be eligible to receive the designated salary inclusive of all the perks, bonuses and allowances starting from your hire date. There will be a probationary period of 3 months at the end of which your appointment will be reviewed.

You will get a consolidated salary of 12,000 per month. Yearly, salaries are appraised purely based on your job performance and evaluation as well as company performance aspects to a smaller extent.

The starting date for employment to the above mentioned position is **Thursday, 1st March 2018**. Your job location is **Cochin Branch, Kerala**.

Please sign this letter of offer where indicated below to accept the above mentioned position and submit the duly signed original copy to the HR department. This offer letter remains valid for 3 months from the date of issue.

I welcome you to the SQUAD TECHNOLOGIES PVT LTD and hope that you will enjoy this association with us.

Yours Sincerely,

Sujin S
Project Manager & Branch Head – Cochin

I acknowledge the receipt of this letter and hereby accept the position offered.

Mr Vaisakh
Date:



RJIL/52888856/11110502/140917/1450

Date: 14 Sep 2017

Denny Thomas Kaimathuruthil
120, st micheals church road,
chembumukku , ernakulam,
kochi, Kerala - 682021

Offer cum Appointment Letter

Dear Denny Thomas Kaimathuruthil,

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the **Manager Family as Assistant Manager** in the Job Role **JC Business BONDS** on the following terms and conditions:

01. PLACE OF POSTING:

Your initial posting will be at **Kochi**.

However, during employment with the Company , you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than **25 Sep 2017**.

02. COMPENSATION:

i. Fixed Pay: INR 2,38,408/- (INR TWO LAKH THIRTY EIGHT THOUSAND FOUR HUNDRED EIGHT only) per annum

This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

ii. Retirals : INR 15,017/- (INR FIFTEEN THOUSAND SEVENTEEN only) per annum

This includes Provident Fund and Gratuity/Ex-gratia (company's contribution @ 12% of Basic Salary, and 4.81% of Basic Salary, respectively).

Bonus: Payable as per Payment of Bonus Act

Note: Aggregate of Fixed Pay, Retirals and Bonus is Committed Pay as per applicable rules (refer Annexure 1A)

iii. Performance Linked Incentive (PLI): INR 39,130 (INR THIRTY NINE THOUSAND ONE HUNDRED THIRTY only) per annum (This is the maximum payout at Performance Level Significantly Exceeds Expectations).

PLI is a performance linked incentive, and is the variable component of the compensation. This will be determined on the basis of your individual performance, your business unit performance, and overall Reliance performance as determined by the Central Apex Committee.

PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement.

Date: 14 Sep 2017

Page 1 of 21

EMPLOYMENT OFFER LETTER

Date: 28.04.2018

Subject: Offer Letter

Dear Shabeera Beebi T.M

With reference to your application and the interview you had with us we are pleased to offer you an assignment in our organization as "Software Engineer-Trainee" ,on the following terms and conditions.

Salary: Rs. 4,000 only per month.

Joining Date : 30th April 2018.

Working Time: From 8 a.m. to 5 p.m,

Working days: From Monday to Saturday.

Also, kindly submit the following at the time of joining:

- a) Recent Passport size photo- 1 no;
- b) Copies of your educational certificate;
- c) Copy of the identity card;

Note: Total salary to be increased based on your performance.

Your employment is subject to a three-month probationary period. This period of time allows you and Pineapple IT Solutions to determine if the position is suitable for you. If the company is satisfied with your performance you will be given the job confirmation letter.

Kindly sign and return the duplicate copy of this letter as a token of your acceptance of the above terms & conditions.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Sincerely,

Accepted & Agreed above terms

Muhammed Shadull
Managing Director
Pineapple IT Solutions

ORACLE

Oracle India Pvt. Ltd
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000

Registered office address:
F-01/02, First Floor,
Salcon Rasvilas Plot no. D-1,
District centre, Saket,
New Delhi - 110 017
Phone: 91-11- 46509000

Reference ID: IRC3920162/190007K5

11 March 2019

Vyshnav Veeppanath

Dear Vyshnav,

We are pleased to offer you employment in the position of Quality Assurance Engineer with Oracle India Private Limited, IDC ("Oracle"). Your base of operation is Trivandrum, India. This offer of employment is made based on India laws.

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass

Fax +91 80 2552 6124

Fax: 91-11-40574722

CIN: U74899DL1993PTC051764

application (if applicable) and satisfactory completion of Oracle's pre-employment background screening process (including verification of educational qualifications and credentials). If you fail any of the above checks, validation or approval, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

Once all the information has been obtained and you have satisfactorily completed and passed Oracle's pre-employment background screening process, you will be advised of your commencement date. Upon commencement with Oracle, a final background check may be undertaken in respect of your former employment as may be applicable. In the event that you have provided incorrect, false or misleading information in relation to your former employment, your employment with Oracle will immediately be terminated without any notice.

In the event that you have commenced working for Oracle prior to completion of the background screening process, and have subsequently failed any of the checks, validation or approval, or have not co-operated or provided assistance in undergoing such checks, validation or approval process, your employment will be terminated with immediate effect without any claim against, or liability to Oracle.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

14th Sep 2018

Anoop K.U
Kaiyalaparambil(H)
Nazarath Nagar House No-368
Angamaly P.O-683572

Sub: Contract Services

Based on the discussions on the subject, we are glad to appoint you as Process Executive of **Millennium Info logic** having office at Cochin and the terms and conditions set out herein below:

1. Scope of Services:

Consultant would work on this assignment for an initial period of 3 months commencing from 17th September 2018. In your capacity as a contract employee, you will assist in the tasks assigned to you by your Team Lead.

2. Compensation for Services:

For the above services, you will be paid a compensation of Rs 13,333/- (Rupees thirteen thousand three hundred and thirty three) per month payable at the end of each month.

3. Taxes:

TDS shall be deducted on such professional fees at the rates prescribed by the Income Tax Act, 1961 from time to time

4. Termination Clause:

This contract can be terminated by either party with an advance notice period of a minimum of two months.

7. Confidentiality and Exclusivity:

All information provided shall be kept confidential. During the tenure of the Contract, you shall not work for any organization who is a direct competitor of the Company or any firm operating in the same line of business as Company is engaged in.

8. Reporting:

You will be reporting to The Operations Manager during your contract period.

9. Arbitration:

In the event of any dispute relating to the interpretations of any clause mentioned hereinabove, the same shall be settled through arbitration by referring the matter to one arbitrator agreed upon by both the parties and two arbitrators, one to be appointed by each of the parties. The arbitration would be in Kochi and

subjected to the provisions of the Arbitration and Conciliation Act, 1996 or modifications or amendments thereto. This contract shall be subject to jurisdiction of courts in Kochi

We forward to you the contract letter and request you to sign and return the to us in token of your acceptance of the terms and conditions contained herein.

Yours Sincerely,
For Millennium Infologic

Susan Alex
Asst Manager-Human Resources

I accept the terms and conditions

Name:

Signature:



Dear **Rizwana**,

We're delighted to extend this offer of employment for the position of **Junior UI developer** with Managebots. Please review the summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be **11th June, 2018** or another mutually agreed upon date, and you would report to Venkitesh.

Please find attached the terms and conditions of your employment, should you accept this offer letter. We would like to have your response by **1st June, 2018**. In the meantime, please feel free to contact me or Venkitesh via email if you have any questions.

We are all looking forward to having you on our team.

Best regards,

A handwritten signature in black ink, appearing to read "Hari Shankar".

Hari Shankar
Manager





15th June, 2018

Dear Ms. Athira Unnikrishnan

Infozign Technologies is pleased to offer you the job as Content Writer. We trust that your knowledge, skills and experience will be among our most valuable assets.

We request you to join our work force latest by Wednesday, June 19, 2018 at 10.00 AM.

Should you accept this job offer, mentioned below are the benefits that we have in offer for you.

Leaves and Offs: You are eligible for a holiday on all Saturdays & Sundays

You can avail a maximum of 12 Casual leaves, 12 public holidays including restricted holidays per annum.

Compensation Details

You will be paid a consolidated salary of Rs 9,500/-, which will be paid on 7th of every month.

You will be on probation for the first 3 months. If your services are found satisfactory during the probation period, you will be confirmed in the present position.

There will be performance review every year and salary revisal will be based on your performance.

During the course of your employment with us you will have access to confidential/proprietary information about the organization, its clients, its business transactions, and associated companies. You shall not disclose such confidential/proprietary information to any third party and/or any unauthorized person. You will be also required to maintain utmost secrecy in respect of Server logs, Project documents, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.

It is required to give one month notice in case of resigning from the organization.

If you are resigning from the company with in 1 year from the date of joining, the company will



15th June, 2018

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You can avail a maximum of 12 Casual leaves, 12 public holidays including restricted holidays per annum.

Compensation Details

You will be paid a consolidated salary of Rs 9,500/-, which will be paid on 7th of every month.

You will be on probation for the first 3 months. If your services are found satisfactory during the probation period, you will be confirmed in the present position.

There will be performance review every year and salary revisal will be based on your performance.

During the course of your employment with us you will have access to confidential/proprietary information about the organization, its clients, its business transactions, and associated companies. You shall not disclose such confidential/proprietary information to any third party and/or any unauthorized person. You will be also required to maintain utmost secrecy in respect of Server logs, Project documents, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.

It is required to give one month notice in case of resigning from the organization.

If you are resigning from the company with in 1 year from the date of joining, the company will



not provide the experience / relieving letter.

During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as mentioned in the HR policy of the company.

Additionally, at the time of your joining, the following photocopy of each documents should be submitted for Infozign Technologies verification:

1. Matriculation and Inter/Higher Secondary Mark sheets
2. Degree certificate
3. Post-graduate degree certificate (if you are a Post-graduate)
4. Passport or Voters ID card or Aadhar card
5. Experience Certificate
6. Release letter from your current employer indicating the date of release
7. Pay slips for the last 3 months or salary certificate from your previous employer
8. Passport size photos: 3 nos

Please note that any false declaration in the Infozign Technologies employment application form may entail cancellation of the offer.

We look forward to have you in our team and expect a long term relationship with Infozign Technologies.

For Infozign Technologies

Arun B Nath

HR Manager

Email: hr@infozign.com

Phone: +91 9946422244

Web: www.infozign.com

Name: MEVIN G MONSON

Address: KUZHIMANNIL (H) OUR OWN VALLEY ERAYILKADAVU KOTTAYAM 686001

College: SCMS SCHOOL OF ENGINEERING & TECHNOLOGY

Dear MEVIN G MONSON,

We are pleased to invite you to join IVTL Infoview Technologies Private Limited ("Company") as one of its valuable members, and become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible levels of service, and the highest quality software for its global customers.

Your designation is **Trainee Engineer** and you will report to a **Project Manager** who will be assigned to you on your Joining Date (as defined below). You will operate out of our office at Chennai, or any other place that we may require you to operate out of.

Your joining date is **03rd July 2017**. Your appointment shall come into effect on the Joining Date, or any date as the Company may determine, which date shall be the Joining Date, from which date you shall attend to your duties in accordance with the provisions set out herein, the Appointment Letter (as defined below) and the HR handbook (as amended from time to time). On the Joining Date, the Company will issue a letter of appointment ("Appointment Letter"), which you are required to execute and adhere to. You shall continue to attend to your duties as a Trainee Engineer until your appointment is terminated as per the provisions set out herein, the Appointment Letter, and the HR handbook (as amended from time to time). A copy of the HR handbook (as amended from time to time), will be provided to you on or prior to your Joining Date.

Your position will carry a cost-to-company of **Rs. 5, 50,000/- (Rupees Five Lakhs Fifty Thousand Only)** per annum. You can discuss the specific details of your pay package in consultation with HR (email: offerdesk@ivtlinfview.com) after your acceptance of the offer. You will be on probation for a period of 1 (one) year from the Joining Date ("Probation Period") and your appointment will be confirmed, at the Company's sole discretion, based on your performance during the Probation Period. You shall be required to give a written notice of 60 (sixty) days before resigning from your employment with the Company and you can be provided a permanent role with the Company based on your performance. If your performance is not up to the Company's standards during the Probation Period, which shall be determined solely by the Company, you shall be terminated from the services of the Company without being required to serve any notice period. Company shall also have the right to immediately terminate your services, if it is found, at any time, that you have been, or are convicted, by a court of law, or if penal proceedings are initiated or pending against you before any court of law (i) for offence(s) involving moral turpitude, (ii) offence(s) of non-cognizable nature, or (iii) for offence(s) which may be prejudicial to the Company's interests and its reputation.

Your appointment with the Company is solely based upon your representations regarding your qualifications, educational history, family details, and all other information you provided during the selection process, which the Company has relied upon. If it is found, at any point of time, that your representations regarding your qualifications and / or experience are incorrect, false, or forged, the Company shall, without prejudice to any of its other rights, terminate your services with immediate effect, without notice period, and shall not incur any liability whatsoever thereof.

Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all costs, losses, damages and liabilities that may be suffered by the Company due to such incorrect, false, or forged representations. The Company shall be entitled to seek specific performance or other injunctive or equitable relief as a remedy apart from claiming an indemnity payment from you, without limitation, for hiring charges of Rs. 5,00,000/- (Rupees Five Lakhs only).

By accepting this offer, you irrevocably consent to the Company initiating and performing all necessary background checks as may be required for, and during the course of, your employment, either by the Company or through any third party authorized by the Company in this regard. You shall complete a medical check-up at our designated hospitals / clinics prior to the Joining Date.

Offer Conditions:

This offer stands canceled in the following cases:

1. Unsatisfactory reports on the background check.
2. It is found that you have provided false information or have suppressed information during the selection process.
3. You have arrears on the Joining Date.

IVTL Infoview Technologies Pvt. Ltd

CORPORATE IDENTITY NUMBER : U72200TN2000PTC045854

3F, Melaram Vishranthi Towers, 2/319, Rajiv Gandhi Salai (OMR), Karapakkam, Chennai - 600 097, INDIA
Phone: +91-44-4742 3300 Fax: +91-44-4742 3301 www.ivtlinfview.com E-mail: infoserv@ivtlinfview.co.jp

**IMAGE
INFOSYSTEMS**

www.imageinfosystems.com

CONFIRMATION LETTER**17.04.2018****Employee Id: IISPL-250**

Dear Devi Darsanam P S,

In appreciation towards your performance and contribution during your probation period, we are pleased to confirm your employment with effect from 03.04.2018. Your Designation henceforth would be Software Programmer.

Your probationary period counts towards your continuous service with the organization.

The notice period that you and the organization are required to give has now increased to 3 months.

All other terms and conditions of services remain same. The terms and conditions of employment set out in your original Appointment Letter dated 09.10.2017 will continue to apply to your ongoing position.

We are sure you will continue to contribute towards our goals and objectives.

With Best Wishes,

Reetha Mathew
Vice President & Head- Product Design & Development

Devi Darsanam P S

Image Infossystems Private Limited
B-38, Kalkaji, New Delhi-110 019, India

P: +91-11-4053 6653 F: +91-11-4101 5495
E: info@imageinfosystems.com

Ref: HRD IT/OF/171/1905

Date: 09 May 2019

Abhijith B
Lakshmisree(H)
West Kadungalloor
Aluva-683110

Letter of Offer and Terms of Employment

Dear Mr.Abhijith B

Thank you for exploring career opportunities with **HIFX IT & Media Services Private Limited**, hereafter referred as **HIFX**. You have successfully completed our selection process and we are pleased to make you an offer of employment.


This offer is based on your profile and performance in the selection process. You are selected for the position of **QA Engineer**. If you accept this position, your yearly cost-to-company will be **Rs. 3,00,000/-** (Rupees Three Lakh Only) and the details salary break-up is stated on Annexure 1: Gross Salary Sheet. Your scale of pay may be suitably revised by the Company based on performance reviews. Your employment with us will be governed by the Terms & Conditions as detailed in Annexure 2: Terms of Employment.

Please get in touch with within 2 days, and confirm your acceptance of this offer by signing and returning Annexure 4: Acceptance Letter to this offer letter. Your date of joining shall be **13 June 2019**. If you fail to join by the date this offer shall stand cancelled. Detailed contact address of the company is stated in Annexure 5: Contact Details.

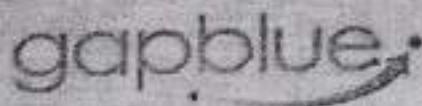
Please note this offer will lapse if it is not accepted within 2 days. In the event of any delay in your acceptance of this offer, HIFX shall have the sole discretion to determine if this offer is open to you.

Thank you for your interest in working at HIFX IT & Media Services (P) Ltd. We hope you will accept this offer and look forward to a long and mutually beneficial association with you. We look forward to hearing

Yours sincerely,
For HIFX IT & Media Services (P) Ltd.



Mr. Jerry Williams
Chief Executive Officer



September 13, 2017

Nadeem A S

Offer of Appointment

Dear Nadeem,

We are pleased to offer you the position of Trainee - Application Engineer at Gapblue Software Labs Pvt Ltd. You will be based at our office in Kochi. You are requested to report at the Gapblue office in Kochi at 9:30 am on 21st September, 2017.

We are happy to offer you a starting annual salary of Rs 2,00,000 per annum (Rupees Two lakh per annum). This includes the bonus of Rs 14,000/- per annum based on 100% achievement of your goals for the year, and subject to the overall performance of the organization. The salary break-up details will be included in your appointment letter.

To accept this offer, please sign the offer letter and send it to us by return email along with soft copies of all the required joining documents (Annexure B) latest by 15th September, 2017. This offer of employment is contingent upon submission of the mandatory joining documents and your satisfactory completion of Gapblue's pre-employment background screening process.

In case we do not receive your acceptance confirmation of this offer by 6 pm on September 15, 2017, this offer will be withdrawn and stand cancelled.

If you have any questions regarding the offer, please do not hesitate to contact us at 9611570424.

Sincerely,

HR Team

Gapblue Software Labs Pvt Ltd.

HRD/OL/2018/10/016

16-Oct-2018

Appointment Offer

To,

Vishnu P G,
Pallippattu House,
Kuruvilassery P.O, Mavelikkazha,
Thrissur(dist) 680732

Dear Vishnu,

Following our interview, we are delighted to offer you the position of **Jr.Software Engineer**, subject to following terms and conditions.

1. Place of Work

Your normal place of work will be at the office of Datafloat Technologies India Pvt Ltd, 11-A, Trans Asia Cyber Park, Infopark SEZ Phase - II, Kochi, Kerala.

2. Joining Requirements

I look forward to your starting your assignment on **01.11.2018**. You will have to bring 4 copies of your latest passport size color photographs, and the originals and one set of copies of all certificates, work experience letters and the latest pay stubs on the joining date.

3. Salary and benefits

Your CTC at the start of your employment in the role of **Jr.Software Engineer**, including all allowances will be **Rs 1,74,972.00** per year. Refer Annexure for the splits.

4. Annual increments and promotions

You will be eligible for annual salary increments, the value of which will depend on your performance and contribution. Increments will be decided at the time of appraisal being carried out by your superior. General remuneration reviews will also be conducted to ensure that the remuneration of Datafloat employees always match the best in industry.

Promotions to higher grades will depend primarily on your performance and potential, and also on the availability of vacancies. Being a growing organization, there will be opportunities for the ideal candidates to quickly raise to higher responsibility positions.

INFOSYS OFFERED STUDENTS LIST-2017 BATCH

SL NO	NAME	BRANCH	COMPANY	CONTACT NO.	EMAIL ID
1	AADIL MOHAMMED	S7 CS	INFOSYS LIMITED	9995839332	aadil25995@gmail.com
2	ANAGHA S.	S7 CS	INFOSYS LIMITED	9400826612	anaghasreyas@gmail.com
3	CINDRELLA JOSEPH	S7 CS	INFOSYS LIMITED	9747553422	cindrellajoseph4536@gmail.com
4	LAKSHMI P.	S7 CS	INFOSYS LIMITED	9745600862	lakshmi.sasidharan95@gmail.com
5	LIYA CLAIRE JOY	S7 CS	INFOSYS LIMITED	9388796900	liyaclaire01@gmail.com
6	NEENU BABY	S7 CS	INFOSYS LIMITED	8281254429	neenubaby123@gmail.com
7	SREELAKSHMI K. M.	S7 CS	INFOSYS LIMITED	9656980168	sreelakshmimadhavan@gmail.com
8	SRIRAM S. KAMATH	S7 CS	INFOSYS LIMITED	8891915432	sriramskamath@gmail.com
9	ABHIJITH K. A.	S7 EC	INFOSYS LIMITED	9895599349	ashokabhijith170@gmail.com
10	ANJITHA B.	S7 EC	INFOSYS LIMITED	9744896474	anjithasreedevi@gmail.com
11	ATHULYA BALAN	S7 EC	INFOSYS LIMITED	9495233715	a4athulya@gmail.com
12	CHIPPY MATHEW	S7 EC	INFOSYS LIMITED	9526909101	chippymathew4@gmail.com
13	JEWEL JACOB	S7 EC	INFOSYS LIMITED	7736847936	jeweljacob387@gmail.com
14	MANEESHA V. J.	S7 EC	INFOSYS LIMITED	8129840907	maneesh0207@gmail.com
15	N. AKSHAY KUMAR	S7 EC	INFOSYS LIMITED	9447163175	nakshay2360753@gmail.com
16	RADHIKA RADHAKRISHNAN	S7 EC	INFOSYS LIMITED	9633985296	radhupillai@gmail.com
17	SANJEEV KRISHNA S.	S7 EC	INFOSYS LIMITED	9048160564	sanjeevsanju.krishna@gmail.com
18	SHWETA P. S.	S7 EC	INFOSYS LIMITED	8086225193	swetha.paduthole@gmail.com
19	VISHAK N.	S7 EC	INFOSYS LIMITED	8547561495	95.vishakn@gmail.com
20	ABHIJITH K. K.	S7 EE	INFOSYS LIMITED	8907753400	kkabhijithcv@gmail.com
21	ASWATHY NAIR	S7 EE	INFOSYS LIMITED	8281975077	aswathynair16p@gmail.com
22	FARSANA IQBAL	S7 EE	INFOSYS LIMITED	9846437247	farsanaiqbal16@gmail.com
23	SALMAN BABU P. M.	S7 EE	INFOSYS LIMITED	7736597977	salmanbabupm6@gmail.com
24	SARATH MOHAN	S7 EE	INFOSYS LIMITED	9645312540	sarathmohan.kk@gmail.com
25	V. VISHAK	S7 EE	INFOSYS LIMITED	9446058180	vishakvijayan05@gmail.com
26	VISHNU S. MENON	S7 EE	INFOSYS LIMITED	9567574359	vishnusreechitira08@gmail.com
27	AKHIL R. KRISHNA	S7 ME	INFOSYS LIMITED	7561810093	akhilkrishnajuly4@gmail.com
28	ATHUL MOHAN	S7 ME	INFOSYS LIMITED	8281980194	2702194@gmail.com
29	G AMARNATH SANKAR	S7 ME	INFOSYS LIMITED	9496095723	amarnathsankar723@gmail.com
30	GLADSON DEVASSY	S7 ME	INFOSYS LIMITED	9567676657	gladsondevassy@gmail.com
31	JAYARAM B.	S7 ME	INFOSYS LIMITED	8547307615	jayaram95@gmail.com
32	JESTIN ANTU JAMES	S7 ME	INFOSYS LIMITED	9495703857	jestinaj2015@gmail.com
33	NIRMAL T. R.	S7 ME	INFOSYS LIMITED	9496007293	tbrampadmam@gmail.com
34	PULIYAM KUNNATH ARUN	S7 ME	INFOSYS LIMITED	9539998039	arunpk5700@gmail.com
35	REJO JOYSON ABRAHAM	S7 ME	INFOSYS LIMITED	9745522924	rejoyson18@gmail.com
36	ROSHIN P. VARUGHESE	S7 ME	INFOSYS LIMITED	9562362739	roshin.pvarugese@gmail.com
37	S. RAVISHANKAR NAYAR	S7 ME	INFOSYS LIMITED	9567860308	ravishankar577@gmail.com
38	SRINATH S. KAMATH	S7 ME	INFOSYS LIMITED	9895725054	srinath.letter@gmail.com
39	VIGNESH K. K.	S7 ME	INFOSYS LIMITED	9446779124	vignesh.kk49@gmail.com
40	VISHNU K.	S7 ME	INFOSYS LIMITED	9895900131	vishnukuruppathk@gmail.com
41	VIVEK VENUGOPAL	S7 ME	INFOSYS LIMITED	9539664773	vivekvenugopal04@gmail.com
42	ANANTHAKRISHNAN S.	S7 AU	INFOSYS LIMITED	8289907036	ananthans000@gmail.com
43	SACHIN J. K.	S7 AU	INFOSYS LIMITED	9497754446	sachu10rocks@gmail.com
44	A. DHANANJAY	S7 CE	INFOSYS LIMITED	8547797797	leofury26@gmail.com
45	ABHIJITH S.	S7 CE	INFOSYS LIMITED	9495144369	abhiw@gmail.com
46	ANTONY JOH MOOTHEDAN	S7 CE	INFOSYS LIMITED	9446591270	antonyjohm@gmail.com
47	ANUSHREE B. S.	S7 CE	INFOSYS LIMITED	8547316180	anushreebs.0104@gmail.com
48	DEVIKA N.	S7 CE	INFOSYS LIMITED	9495094300	devikaaiswarya@gmail.com
49	JIBY ALIAS	S7 CE	INFOSYS LIMITED	8891271403	jibyalias10@gmail.com
50	LAKSHMI P.	S7 CE	INFOSYS LIMITED	8592851717	lakshmidwaraka@gmail.com
51	NELVIN JOSE	S7 CE	INFOSYS LIMITED	9656119177	nelvinjose0@gmail.com
52	PEZHERI AMRITA	S7 CE	INFOSYS LIMITED	9746082303	pezheriamrita@gmail.com
53	RIYA ROBI	S7 CE	INFOSYS LIMITED	9961615974	rhearobi95@gmail.com
54	SHILPA GEO	S7 CE	INFOSYS LIMITED	9446354808	shilpageov@gmail.com
55	TINU SUSAN SCARIA	S7 CE	INFOSYS LIMITED	9446812304	tinussusan@gmail.com



Maneesha V J

775085

Infosys



Jewel Jacob

779734

Infosys®



Jewel Jacob

719734

Infosys

Infosys Limited

Electronics City, Hosur Road, Bengaluru 560100
Waste No: 91 86 28520391

Employee Name:

Jewel Jacob

Employee Number:

779734

Emergency Contact Number:

+91 9995815108

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This card is the property of Infosys Limited. The card usage is governed by the policies stipulated by Infosys Limited.
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return it to the nearest office.



HRD/3T/17-18/11521422

November 14, 2017

Mr. Jewel Jacob
Candidate ID: 11521422
Thekkekara Koreth House
Aloor P.O, Kallettumkara P.O
Thrissur, Kerala
IN - 680683
Ph: (91) 7736847936

Dear Jewel,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

Signature Not Verified

Digitally signed by RICHARD LOBO
Date: 2017.11.14 15:45:04 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

HRD/3T/17-18/11521422

November 14, 2017

Mr. Jewel Jacob
Candidate ID: 11521422
Thekkekara Koreth House
Aloor P.O, Kallettumkara P.O
Thrissur, Kerala
IN - 680683
Ph: (91) 7736847936

Dear Jewel,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 18, 2017**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2017-18 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks. Please see the "Offer Annexure for India" for the documents that you are required to submit in this regard.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, we may at our sole discretion, ask you for further information, to substantiate the details that you have earlier provided to us, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check, the cost of which will need to be borne by you.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2016-2017. These eligibility criteria for the Role of a **Systems Engineer**, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

Signature Not Verified

Digitally signed by RICHARD LOBO
Date: 2017.11.14 15:45:04 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

ANNEXURE-I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. Jewel Jacob		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY			6,420	
FIXED DEARNESS ALLOWANCE (FDA)			1,100	
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)			9,277	
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)			1,429	
PERSONAL ALLOWANCE			2,935	
MONTHLY GROSS SALARY			21,161	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			75	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of (Basic + FDA)			902	
GRATUITY - 4.81% of (Basic + FDA)			362	
FIXED GROSS SALARY (FGS) (1+2+3)			22,500	
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				

ANNEXURE-II
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jewel Jacob
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	21,978

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	23,551

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



2013-2017 EE

sset last name <sset@scmsgroup.org>



Invitation-Campus recruitment of 2017 batch at SCMS School of Engineering and Technology, Karukutty, Ernakulam, Kerala

Sheetal Sinha <sheetal.sinha@mytrah.com>
To: SSET <sset@scmsgroup.org>

Fri, Mar 10, 2017 at 10:39 AM

Dear Mr Sahadevan,

Good Morning!

Can you please share selected student Prajith for our GET programme along with his name, contact no. and email ids, home location

His tentative period to report us here in Hyderabad would be July first week. Prior to that he needs to complete certain pre boarding formalities of Mytrah for which I will be in touch with him directly. I will keep you posted in case of any clarifications/support.

Note: Do let us know by when their final sem will get over tentatively.

Thanks & Regards

Sheetal Sinha

Asst. Manager - Team HR



Mytrah Energy (India) Private Limited

8001, Q-City, S.No:109, Gachibowli, Hyderabad- 500 032, India.

DN: +9140 33760 118, / 40 49760 118 Board: +91 40 33760 100 /40 49760 100

HP: 08106646491

Email: sheetal.sinha@mytrah.com; Web: www.mytrah.com



sset last name <sset@scmsgroup.org>

Invitation-Campus recruitment of 2017 batch at SCMS School of Engineering and Technology, Karukutty, Ernakulam, Kerala

Sheetal Sinha <sheetal.sinha@mytrah.com>
To: SSET <sset@scmsgroup.org>

Thu, Nov 17, 2016 at 12:37 PM

Dear Mr Sahadevan,

Greeting from Mytrah Energy!!

Thank you for hosting and facilitating our campus selection program at your institute on 14th Nov'16.

We are happy to announce the selection of the following 4 students for our GET (Graduate Engineer Trainee) program.

1. **Anjali S Menon – B.Tech (EC)**
2. Prajith – B.Tech (EEE)

Further, as part of the GET program the candidates will be put through an intensive "one year" training schedule. During the period of training the candidates may be rotated to other functions / divisions of the company at any location in India. On successful completion of the one year GET program, the candidates will be required to serve for a mandatory term of "one year" with the company as per the rules of the company. During the GET program in the first year, the students selected will be offered a cost to Company (CTC) package of Rs. 3.75 Lakhs per annum (Rupees Three Lakhs and Seventy Five Thousand Only).


Kindly confirm their acceptance and we would roll out the offer shortly.

Thanks & Regards

Sheetal Sinha

From: SSET [mailto:sset@scmsgroup.org]**Sent:** Tuesday, November 15, 2016 11:14 AM**To:** Sheetal Sinha**Subject:** Re: Invitation-Campus recruitment of 2017 batch at SCMS School of Engineering and Technology, Karukutty, Ernakulam, Kerala

Dear Madam,



THE ART OF THE POSSIBLE

June 28, 2017

Anjali S Menon
Eleyadath House
Kannampuzha Temple Road
Chalakudy
Thrissur 680307

Letter of Appointment


Dear Anjali,

With reference to the interview you had with us on November 11, 2016, we are pleased to offer you the position of Design Engineer in our organisation per the following:

1. You are required to join for duty on or before July 03, 2017
2. You will be on probation for a period of 6 months
3. Your remuneration package will be as given in page 2.
4. Conditions of offer and employment with us are as given in Annexure A.
5. On joining us, you will be required to sign our non-disclosure agreement (NDA)
6. Reporting time on joining day: 10.30 AM
7. When you report for joining, please bring the originals of mark sheets of your highest qualification, the relieving letter from your current employer and also two each of passport size and stamp size photographs.

Please return to us, the enclosed duplicate copy of this letter duly signed by you on all pages as a token of your confirmation and acceptance of these terms.

Yours sincerely,
Processor Systems (India) Pvt. Ltd.



V K Harindran
Chairman & CEO

Letter of Appointment 021
Processor Systems (India) Pvt. Ltd.
No. 24, Richmond Road
Bangalore 560 025 INDIA
Tel: +91 80 2227 3000

Anjali S Menon June 28, 2017

Page 1/4

www.procsys.com



sset last name <sset@scmsgroup.org>

|| SunTec Interview | SCMS College ||

Nishila Babu <nishilab@suntecgroup.com>
To: "sset@scmsgroup.org" <sset@scmsgroup.org>
Cc: Talent Acquisition Team <TAT@suntecgroup.com>

Mon, Dec 26, 2016 at 7:03 PM

Dear Sir,

Greetings from SunTec !

On 23rd of December , we had conducted the final level of interviews for the shortlisted students .

Based on multiple levels of evaluation we had selected the following candidates for permanent hiring.

- Parvathy S - EC
- ✓ • Balu B Raj - EC
- ✓ • Kailasanath S Bhatt - EC
- ✓ • Riya Prince - EC

Request you to kindly communicate this with them . Thank you for all the support and cooperation !

**The offer letter will be issued shortly*

Thank You

Nishila Babu

Talent Acquisition Team

Extn : 6061 | Mobile : +91 9048396530



SUN/HRD/2017
11/02/2017

Riya Prince

Parikulam House, ARS Farm Road
Koodapuzha
Chalakudy

Dear Riya Prince,

Subject: Letter of Appointment

With reference to your application and subsequent interviews, we are pleased to appoint you as **Associate Software Engineer (Band - A)** with effect from **3rd July 2017** in our Company based on the terms and conditions mentioned in this Letter of Appointment.

1. Probation:

- a) You will be on probation for a period of **1 Year** from the date of your joining. On completion of this period, you may be confirmed to the regular service of the company if your services are found satisfactory. You will continue to be on probation till you are explicitly communicated in writing about your confirmation.
- b) During the probation period, your performance will be assessed by the Company and only on satisfactory completion in the opinion of the Company, of your initial or extended probationary period, you will be confirmed in writing to the regular service of the Company on such terms and conditions as decided by the Company.
- c) Notwithstanding anything contained herein, prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your services shall be liable to termination without any notice or assigning any reason whatsoever.

2. Place of Posting:

You will initially be posted at **Trivandrum**. Your services are, however, liable to be transferred or deputed to any of our offices / divisions, or to any of our parent, subsidiary or affiliate organizations and/or any of their offices / divisions, or the offices / divisions of any of our clients or customers, at any time anywhere in India or abroad without any additional remuneration.

3. Working hours and Holidays:

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 9 A.M to 5.45 P.M. respectively, with a lunch break of 45 minutes. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work and emergencies.
- b) Holidays would be as per the holiday list announced by the Company from time to time.
- c) As a permanent employee of the Company you will be entitled to sick leave and privilege leave as per Company's leave policy.

4. Duties, Responsibilities and Service Conditions:

- a) The Company will expect you to work with the highest level of commitment, ownership and integrity in the role you are assigned to.
- b) Your employment will be governed by, and you are bound to abide by, the decisions, directives, rules and regulations of the Company, which may be notified from time to time. You are expected to devote your entire working time, energy, and attention exclusively to the work of the Company, and you should not take up any other direct or indirect business or work, honorary or otherwise, while in employment with the Company, unless so permitted in writing by the Company.
- c) You shall diligently, faithfully and to the best of your ability serve the Company, use your best endeavor to promote the interests of the Company and perform all duties that may be entrusted to you from time to time. For the performance of all such duties, you shall use all the knowledge, skill and experience which you possess, to the entire satisfaction of the Company and work extra hours if the job so requires.

Annexure

Name **Riya Prince**
 Band **A**
 Designation **Associate Software Engineer**

Your total earning potential is structured as per the details given below:

Component	Annual amount (in Indian Rupees)	Remarks
Basic Salary	122400	Paid monthly
House Rent Allowance	48960	Paid monthly
Other Allowances	115933	Paid monthly
Leave Travel Allowance	10200	Paid monthly
Medical Reimbursement	5000	Paid monthly
Transportation	9600	Paid monthly
Food & Refreshments	7920	Paid monthly (through meal coupon)
Medical Insurance	2500	Paid directly by company
Provident Fund	21600	Employer's contribution
Provision for Gratuity*	5887	Paid as per provisions of Gratuity Act
Training Performance Linked Bonus (TPLB)**	50000	Paid annually based on performance
Total Earning Potential*	400000	

Note: The above structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when the company decides on such matters as policy. The above salary details are strictly confidential, and should not be shared with anybody within or outside SunTec.

*You will be entitled to Gratuity as per the Act once you complete 4 years 240 days with SunTec.

Training Performance Linked Bonus**

- Paid only after successful completion of training (likely to be by end of first 6 months)
- Eligible amount will be determined based on your training performance
- Eligible amount for the first 6 months will be pro-rated and paid monthly after the date of successful completion of training

The above payment structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when SunTec decides on such matters as policy.



Prakash P Nair
 Head – Human Resources



sset last name <sset@scmsgroup.org>

Shortlists - Tavant Technologies

Ramya Ramachandran <ramya.ramachandran@tavant.com>
 To: 'sset@scmsgroup.org' <sset@scmsgroup.org>
 Cc: Manas Mohanty <manas.mohanty@tavant.com>

Mon, Jan 23, 2017 at 4:36 PM

Hi Prof. Sahadevan,

Thanks so much for your support for the campus event.

Below are the names of the **selected** students:

Name	Email ID	gender	grad_degreeName	grad_subjectName
Abeena P Sebastian	abeenasebastian@gmail.com	Female	B.Tech/B.E.	Computer Science & Engineering
Rahul Kunjuman	rahulkunjumon@yahoo.com	Male	B.Tech/B.E.	Electronics and Communication Engineering
Aditya Ajaykumar Pothezhath	aditya.ajay1995@gmail.com	Male	B.Tech/B.E.	Electronics and Communication Engineering
Vishnu K Suman	vishnusumank@gmail.com	Male	B.Tech/B.E.	Computer Science & Engineering

Once again, thanks a ton for all the support provided.

Regards

Ramya Ramachandran | ramya.ramachandran@tavant.com

Deputy Manager - Human Resources

T: +91 9148687794

Tavant Technologies | www.tavant.com

#12, CSRIE-II, Ganga Garden, 8th Block Koramangala, Bangalore 560 095 India

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It was indeed a pleasure being in your institution for Campus Hiring. I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews. Hearty Congratulations to the below Candidates,

Sl. No	Qualification	First Name	Last Name	Email	PHONE	Alternative Number	DOB	Fathers name
1	CSE	Elizabeth	Thomas	elizabeththomas24@gmail.com	9497565282	9847045282	28-May-94	P G Thomas
2	Civil	Unta	Mary Philip	untamaryphilip25@gmail.com	9446019089	9745853830	1-Dec-95	Philip Varghese
3	ECE	Sreedevi	M	sreedevim66@yahoo.com	9995494390	7736377508	28-Jan-96	T Nandakumar
4	ECE	Nicofar	Abdul Jaleel	nicofar56@gmail.com	9539163610	9846825798	8-May-95	P Abdul Rahman Abdul Jaleel
5	CSE	Arasa	T V Philip	arasa3807@gmail.com	8113988338	4792426764	1-Mar-94	T V Philip
6	CSE	Athira	Unnikrishnan	athira1173@gmail.com	8156883882	8156883884	9-Dec-94	M K Unnikrishnan Nair
7	CSE	Tharypta	Nasreen	tharypta.nasreen@gmail.com	8138989988	9746850105	4-Jul-95	Shyad P M
8	EEE	Ayral	Shahid V M	ayralshahid26@gmail.com	8547203682	9447001243	6-Jun-95	V Z Mohammed Shahid
9	EEE	Anand	V	anandv9@gmail.com	8129513071	9847058514	4-Sep-95	Ayyappan C
10	EEE	Bharath	Raj	rajibharath@gmail.com	8562818190	8562818190	3-Jun-95	Krishna Raj
11	EEE	Akhil	Ashraf	akhilashraf@gmail.com	8086772405	9946908638	4-Jul-95	Ashraf V
12	ECE	Nithin	Thomas	nithin.nediyattil@gmail.com	9400551130	9446665945	22-Mar-95	Thomas P J
13	ECE	Nikhil	Pishareddy	nikhishareddy@gmail.com	8281082753	8349433322	30-Oct-95	V P Madhu
14	Auto	Firoz	Khan	firozhan4d5@gmail.com	8746841873	9895968975	30-May-96	Hussain P
15	Mech	Mohamed	Saleem	mohameds71@hotmail.com	9496882412	9896783702	8-Feb-98	Saleem A C
16	Mech	Mohammed	Hashir	hashirakegal1@gmail.com	8943507090	9846850545	31-Jan-96	Rahim
17	CSE	Shabeera	T M	shabeera6795@gmail.com	8943764656	8746115724	8-Jul-95	Nazeer Ahmed M V
18	CSE	Rizwana	K M	rizwanakmshahmed@gmail.com	9446070042	7736305817	3-Nov-95	Mohammed K A
19	CSE	Lakshmi	Subhash	lakshmi.sathyapal@gmail.com	9447325496	9846911258	30-Sep-95	D Subhash
20	CSE	Lakshmi	V	lakshminankar2@gmail.com	9400108548	9495788676	23-Oct-95	T V Venkateshraman
21	ECE	Mohamed	Aathil	aathil.mohammed@yahoo.com	9447757878	9400261533	1-Sep-95	A S Nazar
22	Mech	Ashish	Thomas	ashishack1301@gmail.com	9633123885	9447874641	13-Jul-96	Anil Thomas
23	Mech	Arun	Syam	arunsm10@gmail.com	8567678314	9447672825	20-Sep-94	Syam Kumar K P
24	Mech	Muhsin	K	muhsin048@gmail.com	9847843048	7907756363	24-Oct-93	Sainudheen K
25	EEE	Elizabeth	Varghese	elizabethvarghese02@yahoo.com	8281389559	9496461548	8-Mar-95	Varghese T Paul
26	EEE	Gopika	G	gopikagovind07@gmail.com	9633728196	9637507996	20-Sep-95	Govindhan K Nair
27	CSE	Alex	Michael	alexmichael3010@gmail.com	9497654235	9447627822	30-Oct-95	Michael M O
28	ECE	Kasim	Sabah	mkasim.1993@gmail.com	7736397350	9746155459	18-Oct-93	Mohammed Salhuthin
29	Mech	Sangeeth	Mohan	musaz1995@gmail.com	9447153829	9447581379	27-Aug-95	V S Mohanan
30	Mech	Paul	M David	paulmdavid25@gmail.com	9497009903	8249876966	4-Jul-94	David Paul M
31	CSE	Vinu	Philip	vinuphilip24@gmail.com	9446081529	9447418242	24-Sep-95	Philip G George
32	Civil	Poornima	Purushan	poornima.cl@gmail.com	9905829102	9495328505	10-Aug-94	V N Purushan
33	CSE	Nived	Chandran	nivedan@gmail.com	9400627087	9447137087	7-Apr-98	Ramechandran
34	CSE	Nadeem	A S	nadeemas2@gmail.com	9895086885	8089137981	28-Sep-95	Sajad A P M

35	CSE	Sankalp	Deshkar	sankalodeskar123@gmail.com	8656005035	9446489483	2-Jul-95	Kiran Deshkar
36	Mech	Nithin	P L	nithinm44@gmail.com	9495618900	9447101070	13-Jun-94	Pavithran
37	Auto	Vishnu	Prasad	vishu25@vishapo.com	8281781820	4962600560	11-Oct-95	Vijayan
38	Civil	Sheljo	C J	sheljo@gmail.com	9496637819	9744060590	1-Sep-95	Joseph C R
39	Auto	Ramkumar	K	harsan2183@gmail.com	8111953790	9497316717	26-Jul-96	Balachandran K
40	Auto	Suhail	Shanavas	suhailsanavas55@gmail.com	9948634125	9037803090	29-Jun-95	Shanavas P K
41	Auto	Amal	K Santhosh	amalsanthoshaceul5@gmail.com	9745241769	9544496209	16-Jul-95	Santhosh S
42	Mech	Akshai	Gopal	akshaiopai35@gmail.com	7356679900	8086275447	28-Nov-95	Gopalakrishnan
43	Auto	R Anuj	Nar	anujnar@gmail.com	9846926296	7736969892	10-Nov-95	Rajendrakumar
44	Mech	Zuhairsha	Shamsu	zshai19@gmail.com	9745775033	0487-2555644	4-May-95	Shamsu
45	Mech	Mashooq	Ahamed	mashooq48@gmail.com	9567675643	9447081081	3-Mar-95	Abdul Kader

The Provisional offer letters for these Candidates would reach your Institution within the next few days.

Regards,

SUTHERLAND
HUMAN SERVICES

Stephen
HR- Campus Initiatives,
Chennai.



044-42297534

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sset last name <sset@scmsgroup.org>

Revised Joining Date for the students selected for Internship and Internship-Placement for BYJU's - Think and Learn, Bangalore from SMART Placement Connect 2017 conducted at Universal Engineering College on 20th January.

SSET <sset@scmsgroup.org>

Thu, Mar 23, 2017 at 4:21 PM

To: **Rahul Kunjumon** <rahulkunjumon01@gmail.com>, akshaigopal95@gmail.com, Mohamed Saleem <mohameds971@hotmail.com>, muhsin k <muhsin048@gmail.com>

----- Forwarded message -----

From: **Sumathi Magesh** <sumathi@smartindia.co.in>

Date: Thu, Mar 23, 2017 at 4:04 PM

Subject: Revised Joining Date for the students selected for Internship and Internship- Placement for BYJU's - Think and Learn, Bangalore from SMART Placement Connect 2017 conducted at Universal Engineering College on 20th January.

To: pc.rajagiri@gmail.com, placements@fisat.ac.in, unnikartha@gmail.com, cusat.p@gmail.com, paul.chakola@vidyaacademy.ac.in, nizeythomas01@gmail.com, tpo.aset@gmail.com, placement@mbits.edu.in, sset@scmsgroup.org, anupchandranair@mgits.ac.in, pc@mgits.ac.in, placement@simat.ac.in, placement@vjcet.org, placement_vjc@yahoo.com, tpc@alameencollege.com, mhr.sh@kmeacollege.ac.in, contact@kbs.zone, principal@bharatamatacollege.in, placement@awhengg.org, principal@vidyatcklrmr.ac.in, principal@simat.ac.in, cynvinssi@yahoo.com, bjccklm@gmail.com, placement_vjc@yahoo.com, s.pushpakumar@gmail.com, mahendraks@kmeacollege.ac.in, principal@kmeacollege.ac.in, principal@mbits.edu.in, placement@christknowledgcity.com, atmaramp333@rediffmail.com, mathewch@lycos.com
Cc: Nobel Mutharasu <nobel@smartindia.co.in>, joshua.g@smartindia.co.in

Respected Principal / TPOs,

With reference to the above subject, BYJU'S, Bangalore have communicated to us regarding the revised and final joining date as 5th Jun 2017 for remaining hundred students. The selected students will be sent mail communication individually by the Company.

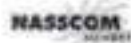
Request you to kindly coordinate and ensure for their joining on specified date without fail.

Thanks & Regards,

**SUMATHI MAGESH N****MANAGER-CORPORATE RELATIONS**

sumathi@smartindia.co.in / +91-9940413177

SMART Training Resources India Pvt Ltd
H.O.: 1/5, Sivaganga Road, Nungambakkam,
Chennai - 34. Ph: 044 - 28 28 28 29 (306)
www.smartindia.co.in



APPOINTMENT LETTER

February 22nd, 2017

Navaneethu PU
Poovathumkadavil House, Kuzhikattussery, Thrissur

Dear Navaneethu:

We are pleased to offer you the position of **Software Engineer - Trainee**, with the Software Development Division, of RapidValue IT Services Pvt Ltd, from herein referred to as "RapidValue" in the rest of the document. **The training will be for a period of 6 months**, after which, based on your performance you will be made a confirmed employee of RapidValue.

Your CTC will be **3,16,000/-** based on your performance and successful completion of training. During the training period you will be paid a monthly stipend of **Rs. 20,000**. Your intended start date will be confirmed later.

You will be governed at all times by the policies and procedures of RapidValue. If your performance or conduct is found to be unsatisfactory during the training period, you will be terminated within a day's notice.

You are entitled to avail a total of **6 days** paid leave during your training. If you exceed the number of allowed leaves, the salary for days exceeded will be deducted from your monthly stipend.

Sincerely
For RapidValue IT Services Pvt Ltd

Authorized Signatory

APPOINTMENT LETTER

February 22nd, 2017

Joe Jacob
A-2,TCC Colony,Udyogamandalam P.O,Eloor-683501

Dear Joe:

We are pleased to offer you the position of **Software Engineer - Trainee**, with the Software Development Division, of RapidValue IT Services Pvt Ltd, from herein referred to as "RapidValue" in the rest of the document. **The training will be for a period of 6 months**, after which, based on your performance you will be made a confirmed employee of RapidValue.

Your CTC will be **3,16,000/-** based on your performance and successful completion of training. During the training period you will be paid a monthly stipend of **Rs. 20,000**. Your intended start date will be confirmed later.

You will be governed at all times by the policies and procedures of RapidValue. If your performance or conduct is found to be unsatisfactory during the training period, you will be terminated within a day's notice.

You are entitled to avail a total of **6 days** paid leave during your training . If you exceed the number of allowed leaves, the salary for days exceeded will be deducted from your monthly stipend.

Sincerely
For RapidValue IT Services Pvt Ltd

Authorized Signatory

APPOINTMENT LETTER

February 22nd, 2017

Aparna P

'Remya', 24/1707, Dutt Compund, Mankave, Kozhikode - 673007

Dear Aparna:

We are pleased to offer you the position of **Software Engineer - Trainee**, with the Software Development Division, of RapidValue IT Services Pvt Ltd, from herein referred to as "RapidValue" in the rest of the document. **The training will be for a period of 6 months**, after which, based on your performance you will be made a confirmed employee of RapidValue.

Your CTC will be **3,16,000/-** based on your performance and successful completion of training. During the training period you will be paid a monthly stipend of **Rs. 20,000**. Your intended start date will be confirmed later.

You will be governed at all times by the policies and procedures of RapidValue. If your performance or conduct is found to be unsatisfactory during the training period, you will be terminated within a day's notice.

You are entitled to avail a total of **6 days** paid leave during your training. If you exceed the number of allowed leaves, the salary for days exceeded will be deducted from your monthly stipend.

Sincerely

For RapidValue IT Services Pvt Ltd,

Authorized Signatory

APPOINTMENT LETTER

February 22nd, 2017

Mithra B

Ushus, Thamarakulam Road, Mannam PO, Ernakulum, Kerala-683520

Dear Mithra:

We are pleased to offer you the position of **Software Engineer - Trainee**, with the Software Development Division, of RapidValue IT Services Pvt Ltd, from herein referred to as "RapidValue" in the rest of the document. **The training will be for a period of 6 months**, after which, based on your performance you will be made a confirmed employee of RapidValue.

Your CTC will be **3,16,000/-** based on your performance and successful completion of training. During the training period you will be paid a monthly stipend of **Rs. 20,000**. Your intended start date will be confirmed later.

You will be governed at all times by the policies and procedures of RapidValue. If your performance or conduct is found to be unsatisfactory during the training period, you will be terminated within a day's notice.

You are entitled to avail a total of **6 days** paid leave during your training. If you exceed the number of allowed leaves, the salary for days exceeded will be deducted from your monthly stipend.

Sincerely

For RapidValue IT Services Pvt Ltd

Authorized Signatory



NIKHIL PISHARODY
PIT 927

Blood Group: B -ve



L7 & L8, Floor (-1)
Thejaswini, Technopark
Thiruvananthapuram
Kerala. Ph: 0471 2700915

www.pit-solutions.com

PIT Solutions Pvt. Ltd.



KASIM SABAH M S
PIT 953

Blood Group: B +ve



L7 & L8, Floor (-1)
Thejaswini, Technopark
Thiruvananthapuram
Kerala. Ph 0471 2700915

17



Phone: +91 484-4053599
info@camerinfo.com
www.camerinfo.com

Peyoli Road,
Kacheripady
Cochin-18

CAMERINFO PVT LTD

OFFER LETTER

Date: 20-8-2017

AKSHAY BALU
Kappithans (H),
Changampudha Nagar po,
South Kalamassery,
Ernakulam, Kerala
Pin: 682033

Dear Akshay Balu,

Further to our discussions, we are pleased to offer you the position of **ASSOCIATE SOFTWARE ENGINEER** based at Kochi. Your CTC will be **Rs96000/- (Ninety six thousand only)** per annum. Your grade will be **E1**.

You will be under probation for a period of **6 months** from the date of joining. During the probation period the company reserves the right to terminate you by giving **30 days' notice** or payment in lieu of **Thirty-day notice** period. Up on completion of probation you shall be absorbed in the services of the company based on your performance.

As discussed, we expect you to join us on **21st August, 2017**. Kindly get in touch with the Human Resource Team in case of any changes.

On the day of joining, please meet Human Resource Team at **9:00 a.m.** at Camerinfo Pvt. Ltd, Peyoli Road, Kacheripady, Cochin 18.

Please bring the following documents at the time of joining

1. Copies of educational certificates, starting from matriculation.
2. Relieving letter and service certificate from the present employer (Not for fresher's).
3. Last pay slip (Not for fresher's).
4. Photocopy of the Passport.
5. Three - passport size photograph.
6. PAN card photocopy.
7. Address Proof (Voters ID card/Driving License/Ration Card/Passport Copy)

At the time of joining, you will be required to sign the employment agreement, which would be sent to you upon receiving your acceptance.

Kindly revert to this offer within **3 days** of receipt to **Anzeen.ra@camerinfo.com**, failing which this offer stands withdrawn.

Looking forward to welcoming you aboard.

Yours sincerely
For Camerinfo Pvt Ltd

Sojan Augustine
Director



Accepted by Akshay Balu
Date of Joining: _____

BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

08-Feb-2018

Singh Pooja Kamari

Ram Lakhan Singh, Village and Post: Shahjahan Pur, Patna, Bihar, India

9936133262

Dear Singh,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. (Company) in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - L2

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached Terms of Employment effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Signed: (S) (T) (B) (C) (D)

1

Signed: (S) (T) (B) (C) (D)



LIYA THOMAS

ID : 0180777_IN

Issuing Authority

Capgemini



EC
2013-2017 A

To,

Aiswarya PS
Perumily Vadakehil, Malipuram
Ernakulam
Kerala
682511

Dear Aiswarya PS,

SATHRA CONSULTING SERVICES Pvt. Ltd. is glad to employ you on the following conditions.

1. The organization will employ you and you will work for the company in the position of Associate Customer Relation Officer and should join on **16th August 2018**.
2. The present location of your employment will be at Cochin. You agree that your position, title and job responsibilities with the organization may vary from time to time to accommodate the operational requirements of the business of the organization. In such a case, you will be informed of your new position, title and job responsibilities and this agreement will continue to apply to the same.
3. You will be given Monthly payment of payment of 15000 INR . Your position and salary will be changed yearly based on your performance and company income. Once you are responsible for doing the TDS pay or any other fees for the government that will be deducted from your Monthly Pay.
5. The agreement is personnel to you and you may not assign it to another person. The Organization may assign this agreement to any affiliate of the organization or to a Successor- in - title of the company.
6. On the date of joining, you are requested to report to Mr. Krishna Kumar (HR Manager, SATHRA SERVICES) at 9:30 AM to complete the joining formalities at Sathra.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Please indicate your acceptance of the terms and conditions as set forth in this letter by signing the duplicate of this letter and returning at the time of joining.

5th Floor, Crescens Tower , Changampuzha Nagar, Edappally, Ernakulam, Kerala, India . PIN: 682033

Email: career@sathraservices.com



LITTLE TREESA

ID 19791

Blood Group O-ve

Contact +91 471 6661000

TATA ELXSI

Tata Elxsi Limited

Technopark Campus Kariyavattom

Thiruvananthapuram 695 581

INFOSYS OFFERED STUDENTS LIST-2017 BATCH

SL NO	NAME	BRANCH	COMPANY	CONTACT NO.	EMAIL ID
1	AADIL MOHAMMED	S7 CS	INFOSYS LIMITED	9995839332	aadil25995@gmail.com
2	ANAGHA S.	S7 CS	INFOSYS LIMITED	9400826612	anaghasreyas@gmail.com
3	CINDRELLA JOSEPH	S7 CS	INFOSYS LIMITED	9747553422	cindrellajoseph4536@gmail.com
4	LAKSHMI P.	S7 CS	INFOSYS LIMITED	9745600862	lakshmi.sasidharan95@gmail.com
5	LIYA CLAIRE JOY	S7 CS	INFOSYS LIMITED	9388796900	liyaclaire01@gmail.com
6	NEENU BABY	S7 CS	INFOSYS LIMITED	8281254429	neenubaby123@gmail.com
7	SREELAKSHMI K. M.	S7 CS	INFOSYS LIMITED	9656980168	sreelakshmimadhavan@gmail.com
8	SRIRAM S. KAMATH	S7 CS	INFOSYS LIMITED	8891915432	sriramskamath@gmail.com
9	ABHIJITH K. A.	S7 EC	INFOSYS LIMITED	9895599349	ashokabhijith170@gmail.com
10	ANJITHA B.	S7 EC	INFOSYS LIMITED	9744896474	anjithasreedevi@gmail.com
11	ATHULYA BALAN	S7 EC	INFOSYS LIMITED	9495233715	a4athulya@gmail.com
12	CHIPPY MATHEW	S7 EC	INFOSYS LIMITED	9526909101	chippymathew4@gmail.com
13	JEWEL JACOB	S7 EC	INFOSYS LIMITED	7736847936	jeweljacob387@gmail.com
14	MANEESHA V. J.	S7 EC	INFOSYS LIMITED	8129840907	maneesh0207@gmail.com
15	N. AKSHAY KUMAR	S7 EC	INFOSYS LIMITED	9447163175	nakshay2360753@gmail.com
16	RADHIKA RADHAKRISHNAN	S7 EC	INFOSYS LIMITED	9633985296	radhupillai@gmail.com
17	SANJEEV KRISHNA S.	S7 EC	INFOSYS LIMITED	9048160564	sanjeevsanju.krishna@gmail.com
18	SHWETA P. S.	S7 EC	INFOSYS LIMITED	8086225193	swetha.paduthole@gmail.com
19	VISHAK N.	S7 EC	INFOSYS LIMITED	8547561495	95.vishakn@gmail.com
20	ABHIJITH K. K.	S7 EE	INFOSYS LIMITED	8907753400	kkabhijithcv@gmail.com
21	ASWATHY NAIR	S7 EE	INFOSYS LIMITED	8281975077	aswathynair16p@gmail.com
22	FARSANA IQBAL	S7 EE	INFOSYS LIMITED	9846437247	farsanaibqbal16@gmail.com
23	SALMAN BABU P. M.	S7 EE	INFOSYS LIMITED	7736597977	salmanbabupm6@gmail.com
24	SARATH MOHAN	S7 EE	INFOSYS LIMITED	9645312540	sarathmohan.kk@gmail.com
25	V. VISHAK	S7 EE	INFOSYS LIMITED	9446058180	vishakvjayan05@gmail.com
26	VISHNU S. MENON	S7 EE	INFOSYS LIMITED	9567574359	vishnusreechitira08@gmail.com
27	AKHIL R. KRISHNA	S7 ME	INFOSYS LIMITED	7561810093	akhilrkrishnajuly4@gmail.com
28	ATHUL MOHAN	S7 ME	INFOSYS LIMITED	8281980194	2702194@gmail.com
29	G AMARNATH SANKAR	S7 ME	INFOSYS LIMITED	9496095723	amarnathsankar723@gmail.com
30	GLADSON DEVASSY	S7 ME	INFOSYS LIMITED	9567676657	gladsondevassy@gmail.com
31	JAYARAM B.	S7 ME	INFOSYS LIMITED	8547307615	jayaram95@gmail.com
32	JESTIN ANTU JAMES	S7 ME	INFOSYS LIMITED	9495703857	jestinaj2015@gmail.com
33	NIRMAL T. R.	S7 ME	INFOSYS LIMITED	9496007293	tbrampadmam@gmail.com
34	PULIYAM KUNNATH ARUN	S7 ME	INFOSYS LIMITED	9539998039	arunpk5700@gmail.com
35	REJO JOYSON ABRAHAM	S7 ME	INFOSYS LIMITED	9745522924	rejoyson18@gmail.com
36	ROSHIN P. VARUGHESE	S7 ME	INFOSYS LIMITED	9562362739	roshin.pvarugese@gmail.com
37	S. RAVISHANKAR NAYAR	S7 ME	INFOSYS LIMITED	9567860308	ravishankar577@gmail.com
38	SRINATH S. KAMATH	S7 ME	INFOSYS LIMITED	9895725054	srinath.letter@gmail.com
39	VIGNESH K. K.	S7 ME	INFOSYS LIMITED	9446779124	vignesh.kk49@gmail.com
40	VISHNU K.	S7 ME	INFOSYS LIMITED	9895900131	vishnukuruppathk@gmail.com
41	VIVEK VENUGOPAL	S7 ME	INFOSYS LIMITED	9539664773	vivekvenugopal04@gmail.com
42	ANANTHAKRISHNAN S.	S7 AU	INFOSYS LIMITED	8289907036	ananthans000@gmail.com
43	SACHIN J. K.	S7 AU	INFOSYS LIMITED	9497754446	sachu10rocks@gmail.com
44	A. DHANANJAY	S7 CE	INFOSYS LIMITED	8547797797	leofury26@gmail.com
45	ABHIJITH S.	S7 CE	INFOSYS LIMITED	9495144369	abhiw@gmail.com
46	ANTONY JOH MOOTHEDAN	S7 CE	INFOSYS LIMITED	9446591270	antonyjohm@gmail.com
47	ANUSHREE B. S.	S7 CE	INFOSYS LIMITED	8547316180	anushreebs.0104@gmail.com
48	DEVIKA N.	S7 CE	INFOSYS LIMITED	9495094300	devikaaiswarya@gmail.com
49	JIBY ALIAS	S7 CE	INFOSYS LIMITED	8891271403	jibyalias10@gmail.com
50	LAKSHMI P.	S7 CE	INFOSYS LIMITED	8592851717	lakshmidwaraka@gmail.com
51	NELVIN JOSE	S7 CE	INFOSYS LIMITED	9656119177	nelvinjose0@gmail.com
52	PEZHERI AMRITA	S7 CE	INFOSYS LIMITED	9746082303	pezheriamrita@gmail.com
53	RIYA ROBI	S7 CE	INFOSYS LIMITED	9961615974	rhearobi95@gmail.com
54	SHILPA GEO	S7 CE	INFOSYS LIMITED	9446354808	shilpageov@gmail.com
55	TINU SUSAN SCARIA	S7 CE	INFOSYS LIMITED	9446812304	tinussusan@gmail.com

HRD/3T/17-18/11521576

January 19, 2017

Mr. Salman Babu P M
Candidate ID: 11521576
Padippurakkakath House
Panayikulam P.O, Alangad
Ernakulam - 683511
Kerala
India
Ph: (91) 77365 97977

Dear Salman,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. The location of your initial reporting and training will be at Mysore, Karnataka (India). The date of your joining would be notified to you in the Letter of Appointment.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 325008** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Warm Regards,

RICHARD LOBO
SENIOR VICE PRESIDENT – HRD

I have read, understood and agree to the terms and conditions as set forth in this letter.

Candidate name in capital letters:

Candidate Signature:

Date: _____, 20____

Location: _____

Digitally signed by LOBO RICHARD
Date: 2017.01.19 23:24:35 +05:30
Reason: Letter of Intent
Location: Bangalore



HRD/3T/17-18/11521464

November 14, 2017

Mr. Sarath Mohan
Candidate ID: 11521464
Kadackal
Naranganam P.O, Kozhencherry
Pathanamthitta, Kerala
IN - 689642
Ph: (91) 9645312540

Dear Sarath,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

Signature Not Verified

Digitally signed by RICHARD LOBO
Date: 2017.11.14 15:45:09 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

HRD/3T/17-18/11521464

November 14, 2017

Mr. Sarath Mohan
Candidate ID: 11521464
Kadackal
Naranganam P.O, Kozhencherry
Pathanamthitta, Kerala
IN - 689642
Ph: (91) 9645312540

Dear Sarath,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 18, 2017**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2017-18 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks. Please see the "Offer Annexure for India" for the documents that you are required to submit in this regard.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, we may at our sole discretion, ask you for further information, to substantiate the details that you have earlier provided to us, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check, the cost of which will need to be borne by you.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2016-2017. These eligibility criteria for the Role of a **Systems Engineer**, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name

Location

Signature Not Verified

Digitally signed by RICHARD LOBO
Date: 2017.11.14 15:45:09 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED

CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

ANNEXURE-I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. Sarath Mohan		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY			6,420	
FIXED DEARNESS ALLOWANCE (FDA)			1,100	
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)			9,277	
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)			1,429	
PERSONAL ALLOWANCE			2,935	
MONTHLY GROSS SALARY			21,161	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			75	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of (Basic + FDA)			902	
GRATUITY - 4.81% of (Basic + FDA)			362	
FIXED GROSS SALARY (FGS) (1+2+3)			22,500	
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				

ANNEXURE-II
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Sarath Mohan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	21,978

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	23,551

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



APPOINTMENT LETTER

February 22nd, 2017

Vishnu Dev K
Chengode, Pallathery PO, Palakkad - 678007

Dear Vishnu:

We are pleased to offer you the position of **Software Engineer - Trainee**, with the Software Development Division, of RapidValue IT Services Pvt Ltd, from herein referred to as "RapidValue" in the rest of the document. **The training will be for a period of 6 months**, after which, based on your performance you will be made a confirmed employee of RapidValue.

Your CTC will be **3,16,000/-** based on your performance and successful completion of training. During the training period you will be paid a monthly stipend of **Rs. 20,000**. Your intended start date will be confirmed later.

You will be governed at all times by the policies and procedures of RapidValue. If your performance or conduct is found to be unsatisfactory during the training period, you will be terminated within a day's notice.

You are entitled to avail a total of **6 days** paid leave during your training. If you exceed the number of allowed leaves, the salary for days exceeded will be deducted from your monthly stipend.

Sincerely
For RapidValue IT Services Pvt Ltd

Authorized Signatory

2013-2017 EE

sset last name <sset@scmsgroup.org>



Invitation-Campus recruitment of 2017 batch at SCMS School of Engineering and Technology, Karukutty, Ernakulam, Kerala

Sheetal Sinha <sheetal.sinha@mytrah.com>
To: SSET <sset@scmsgroup.org>

Fri, Mar 10, 2017 at 10:39 AM

Dear Mr Sahadevan,

Good Morning!

Can you please share selected student Prajith for our GET programme along with his name, contact no. and email ids, home location

His tentative period to report us here in Hyderabad would be July first week. Prior to that he needs to complete certain pre boarding formalities of Mytrah for which I will be in touch with him directly. I will keep you posted in case of any clarifications/support.

Note: Do let us know by when their final sem will get over tentatively.

Thanks & Regards

Sheetal Sinha

Asst. Manager - Team HR



Mytrah Energy (India) Private Limited

8001, Q-City, S.No:109, Gachibowli, Hyderabad- 500 032, India.

DN: +9140 33760 118, / 40 49760 118 Board: +91 40 33760 100 /40 49760 100

HP: 08106646491

Email: sheetal.sinha@mytrah.com; Web: www.mytrah.com



sset last name <sset@scmsgroup.org>

Invitation-Campus recruitment of 2017 batch at SCMS School of Engineering and Technology, Karukutty, Ernakulam, Kerala

Sheetal Sinha <sheetal.sinha@mytrah.com>
To: SSET <sset@scmsgroup.org>

Thu, Nov 17, 2016 at 12:37 PM

Dear Mr Sahadevan,

Greeting from Mytrah Energy!!

Thank you for hosting and facilitating our campus selection program at your institute on 14th Nov'16.

We are happy to announce the selection of the following 4 students for our GET (Graduate Engineer Trainee) program.

1. Anjali S Menon – B.Tech (EC)
2. Prajith – B.Tech (EEE)

Further, as part of the GET program the candidates will be put through an intensive "one year" training schedule. During the period of training the candidates may be rotated to other functions / divisions of the company at any location in India. On successful completion of the one year GET program, the candidates will be required to serve for a mandatory term of "one year" with the company as per the rules of the company. During the GET program in the first year, the students selected will be offered a cost to Company (CTC) package of Rs. 3.75 Lakhs per annum (Rupees Three Lakhs and Seventy Five Thousand Only).

Kindly confirm their acceptance and we would roll out the offer shortly.

Thanks & Regards

Sheetal Sinha

From: SSET [mailto:sset@scmsgroup.org]**Sent:** Tuesday, November 15, 2016 11:14 AM**To:** Sheetal Sinha**Subject:** Re: Invitation-Campus recruitment of 2017 batch at SCMS School of Engineering and Technology, Karukutty, Ernakulam, Kerala

Dear Madam,

SUN/HRD/2017
11/02/2017

Parvathy S
Naduvani House
Rayonpuram P O
Perumbavoor

Dear Parvathy S,

Subject: Letter of Appointment

With reference to your application and subsequent interviews, we are pleased to appoint you as **Associate Software Engineer (Band - A)** with effect from **3rd July 2017** in our Company based on the terms and conditions mentioned in this Letter of Appointment.

1. Probation:

- a) You will be on probation for a period of **1 Year** from the date of your joining. On completion of this period, you may be confirmed to the regular service of the company if your services are found satisfactory. You will continue to be on probation till you are explicitly communicated in writing about your confirmation.
- b) During the probation period, your performance will be assessed by the Company and only on satisfactory completion in the opinion of the Company, of your initial or extended probationary period, you will be confirmed in writing to the regular service of the Company on such terms and conditions as decided by the Company.
- c) Notwithstanding anything contained herein, prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your services shall be liable to termination without any notice or assigning any reason whatsoever.

2. Place of Posting:

You will initially be posted at **Trivandrum**. Your services are, however, liable to be transferred or deputed to any of our offices / divisions, or to any of our parent, subsidiary or affiliate organizations and/or any of their offices / divisions, or the offices / divisions of any of our clients or customers, at any time anywhere in India or abroad without any additional remuneration.

3. Working hours and Holidays:

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 9 A.M to 5.45 P.M. respectively, with a lunch break of 45 minutes. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work and emergencies.
- b) Holidays would be as per the holiday list announced by the Company from time to time.
- c) As a permanent employee of the Company you will be entitled to sick leave and privilege leave as per Company's leave policy.

4. Duties, Responsibilities and Service Conditions:

- a) The Company will expect you to work with the highest level of commitment, ownership and integrity in the role you are assigned to.
- b) Your employment will be governed by, and you are bound to abide by, the decisions, directives, rules and regulations of the Company, which may be notified from time to time. You are expected to devote your entire working time, energy, and attention exclusively to the work of the Company, and you should not take up any other direct or indirect business or work, honorary or otherwise, while in employment with the Company, unless so permitted in writing by the Company.
- c) You shall diligently, faithfully and to the best of your ability serve the Company, use your best endeavor to promote the interests of the Company and perform all duties that may be entrusted to you from time to time. For the performance of all such duties, you shall use all the knowledge, skill and experience which you possess, to the entire satisfaction of the Company and work extra hours if the job so requires.

- d) You will abide by the service rules and regulations of the Company that are in force and which will be introduced from time to time.
- e) You may be required to travel within India and overseas for the purpose of work and/or training whenever required by the Company. For this purpose, you shall be required to enter into such agreements as may be required by the Company from time to time to protect the interests of the Company. All expenses including, flight tickets, hotel accommodation etc that may be incurred in connection with such official travel shall be borne by the Company. You must have a valid passport while joining the Company and a copy of the passport must be deposited with the Company. Company will take responsibility for arranging travel visas and other formalities.
- f) The service conditions mentioned in this Letter of Appointment such as appointment, confirmation, increment, transfers, etc., are not subject to any amendments unless communicated by the authorized officer nominated by the Company for this purpose.
- g) You will perform all such jobs as may be assigned to you from time to time by your reporting authority, whose name will be intimated to you from time to time.
- h) You will implement and act in accordance with the Company's information security policies.
- i) You will not seek membership of any local public body without first obtaining specific permission from the Company.
- j) You will be required to enter into a Confidentiality Agreement with the Company, to ensure that confidential information of the Company is kept confidential by you.
- k) In addition to verbal/ written instructions / office orders, you will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company and as indicated by the Company from time to time.
- l) You shall be responsible for the safe keeping of all Company property that is being used by you or left in your custody or charge and shall upon the request of the Company or termination of your service, whichever is earlier, deliver to the Company all the properties of the Company, in your custody or possession
- m) During your employment with Company and for a period of one (1) year immediately following termination of your employment, for any reason whatsoever, you shall not:
 - i. directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the Company or solicit, entice, take away or attempt to contact, solicit, entice or take such third parties away from Company or in any way damage their business relationship with the Company; or
 - ii. directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member or office bearer, directly or indirectly, contact, recruit, solicit or hire any of the employees of the Company, or induce or attempt to induce any employee of the Company to terminate his/her employment with, or otherwise cease or damage his/her relationship with the Company.

5. Intellectual Property Rights:

All intellectual properties rights in, India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time) or in any other matter including but not limited to, documents, computer software and databases or papers, of any type (including all improvements) conceived / created / made fully or in part (whether or not during regular office / business hours) by you during your period of employment with the Company, shall stand automatically vested in and be the sole and exclusive property of the Company and shall be disclosed in writing promptly to the Company. You shall also at the cost of the Company execute and register, all documents required, statutorily or otherwise by the Company, to further confirm the above ownership rights in favor of the Company.

6. Restrictions on borrowing/ accepting gifts:

You shall not borrow or accept any money, gift, rewards or compensation etc. for your personal gains from or otherwise place yourself under pecuniary obligation to any person with whom you may be having official dealings on behalf of the Company.

7. Disciplinary action:

- a) You shall at any time be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/ financial loss to the Company, indiscipline, committing breach of any service conditions or misconduct such as irregular attendance, unauthorized absence, negligent action or omission, misbehavior, theft, misappropriation/ fraud, dishonesty, immorality, conviction, falsification of documents/ records or information given in your bio-data/ application for securing job in the Company or any undesirable acts which in the opinion of the Company is prejudicial and detrimental to the interest of the Company.
- b) Pending disciplinary action, you can be suspended from service.

8. Salary:

Your salary (total Earning Potential) will be **Rs. 400000/- (Rupees Four Lakhs Only)** per annum details of which are stated in Annexure-A. Your increments in salary will be subject to and on the basis of your performance as will arise out of the Performance Appraisal conducted periodically and as decided by the Company from time to time.

9. Medical Fitness:

You shall undergo a medical examination as per Company's medical examination policy stipulated by the Company from time to time.

10. Retirement:

On attaining the age of 60 years, you are liable to be superannuated /retired from the services of the Company. The Company may at its discretion, extend your service period.

11. Termination of Service:

- a) The employment may be terminated at any time by either party; by giving 15 days' notice (if during probation period), and 90 days' notice (if after confirmation) OR by payment of salary (last drawn Earning Potential calculated on a monthly basis less employer's share of monthly contribution to PF and less applicable monthly performance linked bonus / variable pay) in lieu of such applicable notice period, subject to the following conditions:
 - i. Company may terminate this Letter of Appointment by giving you notice without assigning any reason whatsoever, either with immediate or partial effect, by payment of salary in lieu of the applicable notice period. However, this Section 11(a) 1 shall not be applicable to termination under section 11 (b).
 - ii. Your right to terminate this Letter of Appointment shall be subject to you fulfilling your obligations under the Service Conditions Agreement, if any.
- b) Notwithstanding anything contained above, the Company reserves the right to terminate your employment with the Company:
 - i. by giving one 1month's notice if you become unfit for work or are unable to discharge your duties or are negligent or irregular or inefficient in the discharge of your duties;
 - ii. with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time;
 - iii. With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

All notices, requests or other communications by the terms hereof required or permitted to be given by you to the Company shall be given in writing by personal delivery or by registered mail, addressed or delivered to the Company at:

Head - Human Resources,
SunTec Business Solutions Pvt Ltd,
Kuravankonam, Kowdiar PO,
Trivandrum - 695 003, India

Any notice that may be required to be given to you by the Company shall be deemed to be duly and properly given if hand delivered to you personally, or sent by registered post to your address as per the records available with the Company or delivered/ acknowledged by e-mail to your personal id.

- c) After notice of termination has been given by either Party under this Letter of Appointment, the Company has the absolute discretion for all or part of the notice period to:
 - i. exclude you from the premises of the Company;
 - ii. require you to carry out no duties;
 - iii. instruct you not to communicate with System Integrators, Business Allies, suppliers, customers, employees, agents or representatives of the Company or parent, subsidiary or affiliate organizations of the Company; and
 - iv. make such internal and/or external announcements as it deems appropriate.
- d) Upon the termination of this Letter Of Appointment howsoever, the same shall arise:
 - i. you shall deliver to the Company all property belonging to the Company and parent, subsidiary or affiliate organisations of the Company, including the business cards, laptops, mobile phones if any, provided by the Company;
 - ii. the Company shall be entitled to deduct from your remuneration all debts, if any, owed by you to the Company and parent, subsidiary or affiliate organisations of the Company; and
 - iii. you shall not, without the prior written consent of the Company, at any time thereafter represent yourself still to be connected with the Company.
 - iv. you shall not do any action or omission which is intended, or would reasonably be expected/interpreted, to harm the Company (which connotation in this context includes, without limitation, Company's affiliates, directors, employees, agents, contractors, customers, prospective customers; personnel of Company's affiliates, agents, customers or prospective customers; persons or entities associated with the Company; or Company's products, processes, policies or the like), its/ their reputation or which would reasonably be expected to lead to unwanted or unfavorable publicity to the Company, or which may be construed under any law as defamation or disparagement. In the event of any such action or omission on your part, then Company shall have the right to initiate appropriate legal proceedings against you without the requirement of any further notice.

12. Other Rules & Regulations:

- a) The rules and regulations of the Company as applicable from time to time shall govern your appointment.
- b) This Letter of Appointment, the Confidentiality Agreement, and the Service Conditions Agreement (if any) to be entered into between you and the Company, comprise the totality of all contractual relations between the Company and you. This Letter of Appointment, the Confidentiality Agreement, and the Service Conditions Agreement (if any) replace all previous offers, promises, letters and agreements in verbal or written form between the parties. No alteration in the terms of this Letter of Appointment shall be binding unless made in writing and signed by both the parties.
- c) You are required to submit 4 copies of your recent passport size photographs as well as copies of certificate, for proof of age, testimonials and relevant mark sheets to the Human Resources team.
- d) Your appointment is being made on the basis of the information and details given by you in your application for employment and otherwise. Notwithstanding anything contained herein, if at any time, any information or details given by you is found incorrect or false, your services will be liable for termination without any notice, salary in lieu of notice or compensation. No charge sheet or disciplinary action will be necessary.
- e) Company desires to employ you because of your general industry knowledge and experience, your personal traits and skills. Company does not want to improperly access confidential business information of your previous employer/s. Therefore, you understand and agree that as a mandatory condition of your employment with the Company, you undertake that you do not breach any non-compete clause (if any) agreed with your previous employer/s.
- f) You shall not, during your employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former employer or other person or entity and you shall not bring into the premises of the Company any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person or entity and shall not disclose or use any conditional business information of any previous employer/s that you have a duty to retain as confidential.

- g) You undertake to disclose any non-compete clause agreed with your previous employer/s and the terms of such non-compete clause prior to you joining employment without any delay.
- h) You warrant that as of the date of this Letter of Appointment, you are not under any obligation, restriction or duty, whether express or implied, to any third party (including interacting with clients and potential clients of the Company) which might or will adversely affect your ability to enter into this Letter of Appointment or which might or will prevent or restrict you, partly or wholly, from performing your duties as may be specified by your Reporting Authority from time to time.
- i) You agree to indemnify Company against any and all claims, actions, loss or damages sustained by Company as a consequence of your breaching any restrictions which you are or may be bound by/towards your previous employer/s. Any violation of this requirement will result in corrective action, up to and potentially including termination of employment.
- j) By accepting this employment you confirm that you are able to accept this job and carry out the work that it would involve (including interacting with clients and potential clients of the Company) without breaching any legal restrictions on your activities, such as restrictions imposed by a current or former employer.
- k) This Letter of Appointment shall be governed and construed in all respects in accordance with the laws of Republic of India.
- l) In case any dispute arises relating to this Letter of Appointment or any of the terms contained herein, the dispute shall be referred to and settled by Arbitration by a sole arbitrator to be nominated/appointed by the Company in consultation with you. The parties shall not approach any court of law till such arbitration has concluded. The Arbitration proceedings shall be in accordance with the Indian Arbitration and conciliation Act, 1996. The venue of Arbitration proceedings shall be Trivandrum. However, the Company shall be entitled to approach Courts of law, in relation to any breach, threatened breach or anticipated breach of Intellectual Property Rights.
- m) The parties hereby agree to submit to the exclusive jurisdiction of the courts in Trivandrum, India, for initiating any legal action for enforcing any terms and conditions of this Letter of Appointment.
- n) If any of the clauses or sub clauses of this Letter of Appointment become invalid or be so judged, the remaining clauses or sub clauses shall be deemed severable and shall remain in full force and effect.
- o) If you agree to accept this Letter of Appointment on the above terms and conditions, sign and return the counterpart of this Letter of Appointment enclosed herewith duly signed on all pages.

Yours truly

for SunTec Business Solutions Private Limited



Prakash P Nair
Head – Human Resources

Acceptance of the appointment letter

I have read and understood the terms and conditions of the above Letter of Appointment and I unconditionally accept the same without any reservations whatsoever.

Signature

Name: Parvathy S

Date: 13/ 02/2017

Annexure

Name Parvathy S
Band A
Designation Associate Software Engineer

Your total earning potential is structured as per the details given below:

Component	Annual amount (in Indian Rupees)	Remarks
Basic Salary	122400	Paid monthly
House Rent Allowance	48960	Paid monthly
Other Allowances	115933	Paid monthly
Leave Travel Allowance	10200	Paid monthly
Medical Reimbursement	5000	Paid monthly
Transportation	9600	Paid monthly
Food & Refreshments	7920	Paid monthly (through meal coupon)
Medical Insurance	2500	Paid directly by company
Provident Fund	21600	Employer's contribution
Provision for Gratuity*	5887	Paid as per provisions of Gratuity Act
Training Performance Linked Bonus (TPLB)**	50000	Paid annually based on performance
Total Earning Potential*	400000	

Note: The above structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when the company decides on such matters as policy. The above salary details are strictly confidential, and should not be shared with anybody within or outside SunTec.

*You will be entitled to Gratuity as per the Act once you complete 4 years 240 days with SunTec.

Training Performance Linked Bonus**

- Paid only after successful completion of training (likely to be by end of first 6 months)
- Eligible amount will be determined based on your training performance
- Eligible amount for the first 6 months will be pro-rated and paid monthly after the date of successful completion of training

The above payment structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when SunTec decides on such matters as policy.



Prakash P Nair
Head – Human Resources

It was indeed a pleasure being in your institution for Campus Hiring. I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews. Hearty Congratulations to the below Candidates,

Sl. No	Qualification	First Name	Last Name	Email	PHONE	Alternative Number	DOB	Fathers name
1	CSE	Elizabeth	Thomas	elizabeththomas24@gmail.com	9497565282	9847045282	28-May-94	P G Thomas
2	Civil	Unta	Mary Philip	untamaryphilip25@gmail.com	9446019089	9745853630	1-Dec-95	Philip Varghese
3	ECE	Sreedevi	M	sreedevim66@yahoo.com	9995494390	7736377508	28-Jan-96	T Nandakumar
4	ECE	Nicozar	Abdul Jaleel	nicoz456@gmail.com	9539163610	9846825798	8-May-95	P Abdul Rahman Abdul Jaleel
5	CSE	Arasa	T V Philip	arasa3807@gmail.com	8113983338	4792426764	1-Mar-94	T V Philip
6	CSE	Athira	Unnikrishnan	athira1173@gmail.com	8156853882	8156853884	9-Dec-94	M K Unnikrishnan Nair
7	CSE	Tharypta	Nasreen	tharypta.nasreen@gmail.com	8138969968	9746950105	4-Jul-95	Shyad P M
8	EEE	Ayral	Shahid V M	ayralshahid26@gmail.com	8547203682	9447001243	6-Jun-95	V Z Mohammed Shahid
9	EEE	Anand	V	anandv4@gmail.com	8129513071	9847058514	4-Sep-95	Ayyappan C
10	EEE	Bharath	Raj	rajibharath@gmail.com	8562818190	8562818190	3-Jun-95	Krishna Raj
11	EEE	Akhil	Ashraf	akhilashraf@gmail.com	8086772405	9946906638	4-Jul-95	Ashraf V
12	ECE	Nithin	Thomas	nithin.nediyattil@gmail.com	9400551130	9446665945	22-Mar-95	Thomas P J
13	ECE	Nikhil	Pishareddy	nikhishareddy@gmail.com	8281082753	8349433322	30-Oct-95	V P Madhu
14	Auto	Firoz	Khan	firozhan4d56@gmail.com	8746841873	9895969975	30-May-96	Hussain P
15	Mech	Mohamed	Saleem	mohameds71@hotmail.com	9496882412	9896783702	8-Feb-98	Saleem A C
16	Mech	Mohammed	Hashir	hashirakegal1@gmail.com	8943507090	9846505454	31-Jan-96	Rahim
17	CSE	Shabeera	T M	shabeera6795@gmail.com	8943764656	8746115724	8-Jul-95	Nazeer Ahmed M V
18	CSE	Rizwana	K M	rizwanakmshahmed@gmail.com	9446070042	7736305817	3-Nov-95	Mohammed K A
19	CSE	Lakshmi	Subhash	lakshmi.sathyapal@gmail.com	9447325496	9846911258	30-Sep-95	D Subhash
20	CSE	Lakshmi	V	lakshminankar2@gmail.com	9400108548	9495786676	23-Oct-95	T V Venkateshraman
21	ECE	Mohamed	Aathil	aathil.mohammed@yahoo.com	9447757878	9400261533	1-Sep-95	A S Nazar
22	Mech	Ashish	Thomas	ashishack1301@gmail.com	9633123665	9447874641	13-Jul-96	Anil Thomas
23	Mech	Arun	Syam	arunsm10@gmail.com	8567678314	9447672825	20-Sep-94	Syam Kumar K P
24	Mech	Muhsin	K	muhsin048@gmail.com	9847843048	7907756363	24-Oct-93	Sainudheen K
25	EEE	Elizabeth	Varghese	elizabethvarghese02@yahoo.com	8281389559	9496461548	8-Mar-95	Varghese T Paul
26	EEE	Gopika	G	gopikagovind07@gmail.com	9633728196	9637507996	20-Sep-95	Govindhan K Nair
27	CSE	Alex	Michael	alexmichael3010@gmail.com	9497654235	9447627822	30-Oct-95	Michael M O
28	ECE	Kasim	Sabah	mkasim.1993@gmail.com	7736397350	9746155459	18-Oct-93	Mohammed Salhuthin
29	Mech	Sangeeth	Mohan	musaz1995@gmail.com	9447153629	9447581379	27-Aug-95	V S Mohanan
30	Mech	Paul	M David	paulmdavid25@gmail.com	9497009903	8249876966	4-Jul-94	David Paul M
31	CSE	Vinu	Philip	vinuphilip24@gmail.com	9446081529	9447418242	24-Sep-95	Philip G George
32	Civil	Poornima	Purushan	poornima.cl@gmail.com	9905829102	9495328505	10-Aug-94	V N Purushan
33	CSE	Nived	Chandran	nivedan@gmail.com	9400627087	9447137087	7-Apr-98	Ramechandran
34	CSE	Nadeem	A S	nadeemas2@gmail.com	9895086885	8089137981	28-Sep-95	Sajad A P M

35	CSE	Sankalp	Deshkar	sankalodeshkar123@gmail.com	8656005035	9446489483	2-Jul-95	Kiran Deshkar
36	Mech	Nidhin	P L	nidhinm44@gmail.com	9495618900	9447101070	13-Jun-94	Pavithran
37	Auto	Vishnu	Prasad	vishu25@vishapo.com	8281781820	4962600560	11-Oct-95	Vijayan
38	Civil	Sheljo	C J	sheljo@gmail.com	9496637819	9744060590	1-Sep-95	Joseph C R
39	Auto	Ramkumar	K	harsan2183@gmail.com	8111953790	9497316717	26-Jul-96	Balachandran K
40	Auto	Suhail	Shanavas	suhailsanavas55@gmail.com	9948634125	9037803090	29-Jun-95	Shanavas P K
41	Auto	Amal	K Santhosh	amalsanthoshaceul5@gmail.com	9745241769	9544496209	16-Jul-95	Santhosh S
42	Mech	Akshai	Gopal	akshaiopai35@gmail.com	7356679900	8086275447	28-Nov-95	Gopalakrishnan
43	Auto	R Anuj	Nar	anujnar@gmail.com	9846926296	7736969892	10-Nov-95	Rajendrakumar
44	Mech	Zuhairsha	Shamsu	zshai19@gmail.com	9745775033	0487-2555644	4-May-95	Shamsu
45	Mech	Mashooq	Ahamed	mashooq48@gmail.com	9567675643	9447081081	3-Mar-95	Abdul Kader

The Provisional offer letters for these Candidates would reach your Institution within the next few days.

Regards,

SUTHERLAND
HIGHER EDUCATION

Stephen
HR- Campus Initiatives,
Chennai.



044-42297534

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Ref : Applicant No. : SCMS

Date : 12/17

Dear **AFMAL SHAHID V M**

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services


Authorized Signatory

Candidate Acceptance

APPOINTMENT LETTER

February 22nd, 2017

Vishnu Dev K
Chengode, Pallathery PO, Palakkad - 678007

Dear Vishnu:

We are pleased to offer you the position of **Software Engineer - Trainee**, with the Software Development Division, of RapidValue IT Services Pvt Ltd, from herein referred to as "RapidValue" in the rest of the document. **The training will be for a period of 6 months**, after which, based on your performance you will be made a confirmed employee of RapidValue.

Your CTC will be **3,16,000/-** based on your performance and successful completion of training. During the training period you will be paid a monthly stipend of **Rs. 20,000**. Your intended start date will be confirmed later.

You will be governed at all times by the policies and procedures of RapidValue. If your performance or conduct is found to be unsatisfactory during the training period, you will be terminated within a day's notice.

You are entitled to avail a total of **6 days** paid leave during your training. If you exceed the number of allowed leaves, the salary for days exceeded will be deducted from your monthly stipend.

Sincerely
For RapidValue IT Services Pvt Ltd

Authorized Signatory



sset last name <sset@scmsgroup.org>

List of Candidates selected for Interview.

millickan@strandsenergy.com <millickan@strandsenergy.com>
To: SSET <sset@scmsgroup.org>

Mon, May 29, 2017 at 6:02 PM

Hello

Following candidates are selected. They have to join on 3rd July.2017.

- 1) Ajith Kumar K- IT
- 2) Abhijith M.- IT
- 3) R Rahul Krishna- Electrical

Regards

Mathew

From: SSET [mailto:sset@scmsgroup.org]
Sent: 26 May 2017 11:55
To: millickan@strandsenergy.com
Subject: Re: List of Candidates selected for Interview.

Dear Sir,

Kindly intimate the list of selected students for IT from the interview conducted on 8th May 2017.

Thanks and regards

Prof. R Sahadevan

Prof. Placement

SCMS School of Engineering and Technology

On Tue, May 2, 2017 at 6:03 PM, <millickan@strandsenergy.com> wrote:

Hello,

Pls ignore the previous mail.

Pls find correct list of students shortlisted for interview (ELECTIRCAL) on Friday May 5 2017.



STRICTLY PRIVATE & CONFIDENTIAL

September 11, 2018

Aswathi S Marar

SUBJECT: APPOINTMENT LETTER

Dear Aswathi,

Thank you for investing your time to pursue an opportunity with Schneider Electric.

With reference to your application and subsequent discussions, we are pleased in offering you the position in our Company as “**Engineer-Design-Electrical**”.

You are requested to report on **September 24, 2018**. In case you do not report by this date, this appointment letter shall stand withdrawn.

The terms and conditions, as applicable, are stated hereunder:

PLACE OF POSTING

Your present posting is at the Company's office located at **Bangalore**. The Company reserves the right to transfer you to any other Schneider Electric entity/city/section/department/project site/division/branch office either in existence, or which may come into existence hereafter, and upon such transfer the rules and regulations of service as applicable to such post or place of transfer will apply to you. The nature of duty and designation may be different from the one being offered to you in terms hereof, provided however, that your Compensation & Benefits will not be affected. Your refusal for such

transfer or performance will be considered as unwillingness to perform your duties and serve the Company and in such case, notwithstanding anything contained herein, the management may in its discretion terminate your services by giving you one month's notice or one month's Gross salary in lieu of notice.

COMPENSATION & BENEFITS

We are pleased to inform you that your:

- Total Fixed Salary is Rs. **470,000.00/-** per annum
- Target performance incentive is Rs. **47,000.00/-** per annum
- Target CTC (Gross + Target performance incentive) is Rs. **517,000.00/-** per annum

A detailed break-up of your compensation is provided in **ANNEXURE "A"**.

A brief explanation of components mentioned in Total Fixed Salary break up is given below

Basic Salary

You will receive a basic salary equal to 40% of your Total Fixed Salary. Basic salary is a taxable component and will be taxed as per the India tax regulations.

House Rent Allowance (HRA)

You will receive a house rent allowance equal to 50% of your Basic Salary. The amount of HRA will be taxed as per the Indian tax regulations.

Special Allowance

You have the flexibility to alter the special allowance based on the various options provided in Flexible Components of Pay, mentioned in Annexure A.

*****Performance Incentive**

The Company operates a performance incentive Plan, the entitlement to which is linked to achievement of both individual and the Company's performance targets. All employees are eligible to participate in the performance incentive plan as per the performance incentive scheme of the company. The performance Incentive can vary from 0% to 200% of defined Target Performance Incentive Percentage depending on the performance. Any shortfall in meeting the set objective can result in a downside potential to paying the incentive.

Eligibility and the amount payable under the Plan shall be governed by the Company's Bonus Plan which is liable to change from time to time at the sole discretion of the Management. The Company makes all determinations relating to the Bonus Guidelines in its sole discretion, including the decision as to whether or not a bonus payment is to be made and if so, the level of such bonus payment. Any decision made or action taken by the Company or by the board of directors or by the committee in connection with the creation, amendment, construction, administration, interpretation and effect of the Bonus Guidelines shall be within its absolute discretion and shall be conclusive and binding upon all persons. The bonus payment is not a contractual commitment and the Company reserves the right to vary, discontinue or withdraw it from any or all employee(s) without notice and without compensation at any time.

Your target Performance Incentive (Variable pay) is paid for the Calendar year. Disbursal of the variable pay amount is dependent on you being employed with the Company by 31st December. Hence, you will not be eligible to receive performance incentive if you have resigned and have separated from the Company during the calendar year.

Eligibility to participate in the current year plan is dependent on your plan type.

- For Sales Plan, employees joined on or before 1st December of the current year, are eligible to participate in the performance incentive plan.
- For Non Sales Plan, employees joined during the performance year, are eligible to participate in the performance incentive plan on a prorated basis. Specific to new employees to the Company starting in the last quarter of the year (1st October through 31st December), are eligible for the current years STIP plan. Achievement against Individual Goals will be assumed at 100% of target. (Collective Goals will be assessed on actual achievement).

Additional Benefits:

Retirement Schemes

Schneider Electric will contribute 12% of Basic Salary to the Provident Fund. You will also be eligible for gratuity as per the rules and regulations of the Gratuity Act. In addition.

Group Medical Insurance Coverage

This policy provides insurance coverage to employees and their family for expenses related to hospitalization due to illness, disease or injury. It can cover a maximum of 5 members of your family (family includes associate, spouse, dependent children, dependent parents or parents in-law). Family structures, co-pay options and sum insured options are available to employees to select basis their family needs, providing more choice to employees with additional tax benefit.

Accident Insurance Cover & Term Life

Schneider will cover you under a personal accident insurance scheme of the company, terms and conditions of which will be as per the guidelines mentioned in the Group Insurance Policy. The group term life policy provides life insurance protection to employees in case of death. The sum insured for both of these, is linked to your salary – 2*Fixed Compensation.

- Letter of Appointment or in the Rules and Regulation of the Company as may be applicable to you, you shall not be entitled to any other remuneration whether in the form of allowances, perquisites, benefits or otherwise.
- The remuneration payable hereunder will be subject to deduction of tax at source as per the provisions of the relevant laws applicable from time to time. All tax liabilities thereby arising shall be borne solely and exclusively by you.
- Your compensation must be kept confidential and may be discussed only with your Reporting Officer and Human Resource Department of the Company.

TERMS & CONDITIONS

The terms and conditions of your appointment are set out in **ANNEXURE "B"**, which shall mandatorily apply without any limitations.

PRE-CONDITION FOR EMPLOYMENT: The below mentioned are pre-conditional for employment.

Pre Employment Background Check

Your appointment and terms and conditions are subject to positive background reference check. The management reserves to right to cancel the appointment in case of a negative reference check. You need to submit a copy of your resignation letter duly accepted by your employer within 2 days on receipt of this letter along with proof on verification of your age and educational qualifications. This offer stands cancelled if you do not join on the reporting date unless agreed otherwise.

On joining, you are requested to furnish copies of all the testimonials. Any misrepresentation with regard to academic education, background, work experience, compensation data and / or any other details submitted during the job application on the basis of which this offer has been made, would result in withdrawal of offer. Please note that salary and other perquisites are confidential, and you are expected to not share your salary information with any person inside the Company.

We are pleased to have you board with us and welcome you to the Schneider family.

Authorization For Background Check

(Please read and sign this form in the space provided below. Your written authorization is necessary for completion of the application process.)

I, Aswathi S Marar, hereby authorize Schneider Electric India Private Limited to investigate my background, qualifications and /or any other information which are material to my qualifications for employment /the position that I am applying for. I understand that Schneider Electric India Private Limited will utilize an outside firm or firms to assist it in checking such information, and I specifically authorize such an investigation by information services and outside entities of the company's choice. I agree to execute as a condition of employment or a condition of continued employment, any additional written authorization necessary to obtain access to and copies of records pertaining to such information. I understand that any false statements or misrepresentations or omissions made by me shall be sufficient ground for rejection of application for employment with Schneider Electric India Private Limited or for immediate discharge/termination from Schneider Electric India Private Limited if such misrepresentation or omissions be discovered after my employment.

 Signature of Employee

 Date

Thanking you,

Yours Sincerely,

For and on behalf of

Schneider Electric India Private Limited



Runita Verma

Director - TAM

I have read and understood the aforesaid terms and conditions including the Principles of Responsibility of Schneider Electric and accept the above appointment on the terms stated therein and commit to strictly comply with these conditions.

Accepted by:

Signature _____

Date: _____

ANNEXURE - A
EMOLUMENTS

Salary Sheet	
Name: Aswathi S Marar	
Designation: Engineer-Design-Electrical	
YOUR COMPENSATION STRUCTURE	INR (PER ANNUM)
BASIC SALARY	188,000.00
HRA	94,000.00
SPECIAL ALLOWANCE (FBP)*	156,397.00
TOTAL CASH PER ANNUM	438,397.00
PROVIDENT FUND	22,560.00
GRATUITY	9,043.00
TOTAL FIXED COMPENSATION PER ANNUM	470,000.00
PERFORMANCE INCENTIVE TARGET	47,000.00
TOTAL COST WITH TARGET INCENTIVE PAYOUT	517,000.00
The Company Follows Flexi Structure Of Pay. You Will Be Eligible To The Following Components In Flexi Basket Scheme In Lieu Of Amount In Your Special Allowance. Amounts Mentioned Are The Maximum Limits For Your Grade.	

FLEXI COMPONENTS OF PAY*	MAXIMUM ALLOWABLE LIMIT (PER ANNUM)
Professional Membership	10000
LTA	65000
Education Allowance(Reimbursement)	*2400 pa (=1200 pa per child)
Hospital Insurance Premium**	15914
Academics Books & Research Periodicals	6000
National Pension Scheme	10% of annual basic salary

** Flexible Medical Hospitalization Insurance at Schneider gives you the choice to select a medical plan which best fits your family need for hospitalization due to illness, disease or injury. Family plans, co-pay options and sum insured options are available to employees to select basis their family needs, providing enhanced choice to you. Default option of 4.5 lakhs with 20% Co Pay continues if a selection is not made within the stipulated time. The organization contributes a standard contribution to all employees which is 50% of standard insurance costs.



Runita Verma

Director - TAM

Accepted by: Aswathi

Signature:

Date:

ANNEXURE – B

TERMS AND CONDITIONS OF EMPLOYMENT

These terms and conditions shall form a part of the Letter of Appointment and be read together with it.

DUTIES & RESPONSIBILITIES

You shall work with high standards of initiative, efficiency and economy in the department in which you are or may be placed during the tenure of employment. During the tenure of your service, you shall serve the Company to the utmost of your ability and use your best endeavors to promote and protect the interests of the Company. You are required to obey the lawful and reasonable orders of your superiors and discharge your duties entrusted to you loyally, honestly and diligently. You will not resort to any action that would hamper the production/functioning of the Company nor would you involve in any activity which is according to the management detrimental to the interest of the Company.

During the course of your employment with the Company, you will sincerely devote your full time and energy to the work of the Company and will not engage in any other business or employment, part-time or full time, with or without remuneration. It is hereby agreed that during your employment should you undertake any educational course of whatsoever nature you shall keep the Company fully informed in order for the Company to decide if the same inhibits, restricts or prevents you from discharging your functions diligently, sincerely and efficiently.

HOURS OF WORK & LEAVE

Your hours of work and leave will depend on the Business Unit and place of posting. Actual hours may however vary depending on the nature of your work and the work contingencies. Should you need any clarifications on the specific working hours you may consult your immediate superior and / or your segment HR representative.

You will be entitled for Leave as per the leave policy of the Business Unit and place of posting.

Parental leave includes- Maternity leave of 26 weeks for the first two children and 12 weeks for more than two children, Paternity leave of 10 working days for male employees for up to two children; adoption leave for a mother who legally adopts a child below the age of 3 months would be entitled to 12 weeks of adoption leave from the date the child was handed to the adopting mother. Adoption leave of 12 weeks for primary care givers and any other leave that a woman employee would be legally entitled to under the provisions of the Maternity Benefit (Amendment) Act, 2017. Surrogacy leave of 12 weeks for eligible employees planning to have a child by way of surrogacy arrangement.

FULL TIME EMPLOYMENT

You will be a full time employee of the Company and you shall devote yourself exclusively to the business of the Company. You will not engage yourself anywhere in any work, profession, trade or employment in any capacity either honorary or otherwise, whilst in the services of the Company.

PROBATION & NOTICE PERIOD

You are initially appointed on probation which shall be for **3** months from the date of your joining duty. The Company reserves the right to extend the probationary period, at its sole discretion if your work and progress are not found satisfactory. The Company, at its discretion, may confirm your service at any time during the course of or at the end of the probationary period initially fixed or subsequently extended. If you do not receive any kind of communication on probation extension within 15 working days of confirmation due date, you would be deemed confirmed in the Organization and Probation Confirmation Letter shall not be issued. Eligibility to participate in the salary review process of the current year necessitates confirmation as on 1st January in the same year. The annual salary review is at the sole discretion of the management.

In case of resignation post confirmation due date and without receipt of Extension letter in 15 days, you will be treated as a confirmed employee and will have to serve **3** months notice

period. There shall be no upward revision in salary/ perquisites of the employee on confirmation.

During the probationary period, your services are liable to be terminated by either party, without assigning any reason by one month's notice.

OUR PRINCIPLES OF RESPONSIBILITY

As an employee of the Company, you shall always strictly abide by the Principles of Responsibility of the Company, a copy of which shall be separately provided to you. You understand clearly that any conduct which is not compliant to the said Principles shall be treated gross violation of the terms of your contract with the Company.

In particular you shall inter- alia comply with the following

1. CONFIDENTIALTY

a. You understand and agree that the Company is engaged in a highly competitive business; that the Company has invested considerable resources of its time and money in developing its products, services, supply sources, vendors, goodwill, clients, techniques, client lists, manuals, software, drawings, designs, technical data tools, records, documents, and other trade secrets and confidential information; that the success of the Company depends, among other things, Upon maintaining strict secrecy of the Confidential Information and that upon and during your Employment the Company has provided and will provide you access to and valuable knowledge. Regarding the Company's trade secrets and confidential information, and that the Company's willingness to employ you and to provide you access to its trade secrets and confidential information is strictly conditioned upon:

- the protection of the Company's trade secrets and confidential information for the Company's sole and exclusive benefit,
- the retention of your expertise and leadership for the sole and exclusive benefit of the Company, and not for any competitor, and
- the protection of the Company against your use for the benefit of any competitor of the valuable skills you will acquire, develop and/or refine by virtue of employment with the Company under this Agreement

You will not at any time, without the consent of the Appointing Authority, disclose or divulge or make public except on legal obligation any information about the Company's business and

affairs or secrets whether the same may be confided to you or become known to you in the course of your services with the Company or otherwise, to any other individual or Institution or any customer, while in the services of the Company or even after you leave the services.

b. You shall not, without the prior written consent of the Company (which may be given or withheld at the absolute discretion of the Company), whether directly or indirectly, publish any opinion, fact or material or deliver any lecture or address or communicate with any representation of the media or at any public forum any Confidential Information.

c. You acknowledge and agree that in the event of any breach of any covenant or promise set forth herein, the Company shall be entitled to seek judicial remedies for the redress of such breach, including, without limitation, the right to seek injunctive relief.

The term "Confidential Information" as used in this Agreement shall mean and include any information, manufacturing process, data, drawings, designs and know-how, marketing strategy, customer database, vendor details, client lists, manuals, records, documents relating to the business of the Company or that of any parent, subsidiary or affiliate of the Company (Group Company) that is disclosed to an employee by the Company or known by an employee as a result of his/her employment with the Company and not generally within the public domain (whether constituting a trade secret or not).

2. INTELLECTUAL PROPERTY RIGHTS

Any Inventions in whole or in part conceived, made or reduced to practice by you (either solely or in conjunction with others) during or after the term of your employment by the Company which are made through the use of any of the Confidential Information or any of the Company's equipment, facilities, supplies, trade secrets or time, or which relate to the Company's business or the Company's research and development, or which result from any work performed by you for the Company shall belong solely and exclusively to the Company and shall be deemed part of the Confidential Information for purposes of this Agreement, whether or not available in a tangible medium of expression. Without limiting the foregoing, any such Inventions will be deemed to be "works made for hire" and the Company will automatically be deemed to be the owner thereof, provided that in the event and to the extent such works are determined not to constitute "works made for hire" as a matter of law, you hereby irrevocably assign and transfer to the Company all right, title and interest in and

to any such Inventions, including but not limited to all related patents, copyrights and all applications therefor and filings and notifications with respect thereto.

3. NON-SOLICITATION & NON-COMPETITION

a. In consideration of your rights under this Agreement, you shall not, during the course of employment under this agreement and for a period of three (3) years after the date of termination of employment, whether directly or indirectly and whether on your own account or otherwise : (i) canvass, solicit or entice away the Company's business from any of the customers or vendors of the Company; or (ii) induce or seek to induce any employee of the Company to leave his employment with the Company; or (iii) offer employment or an engagement to any employee of the Company or any Group Company.

b. You shall not, during the course of your employment and during the mandatory notice period of three (3) months, subject however to the full and proper handing over charge of obligations and assets, whether directly or indirectly and whether on your own account or otherwise, be employed, engaged, concerned or interested in any trade, occupation or business which is the same or similar to, or which, in the opinion of the Company, is in competition with or is likely to be in competition with the Company or any Group Company in any geographic area in which the Company or such Group company actively engages in or intends to engage in.

4. GENERAL CONDUCT

You shall abide by all employees related rules, regulations and policies as may be in force from time to time. Details of the general rules of the Company and the provisions relating to other benefits are contained in the Employee Handbook which shall be provided to you..

You shall follow the guidelines as per the Company's Code of Conduct, including but not limited to:

- All official procedures of the Company
- Immediately inform your superiors of any risks known to you,
- Not accept any monetary/non-monetary gift, reward, payment or benefit from any supplier or customer of the Company,
- Not make any offer or grant any payment or benefit to any person or organization in exchange for obtaining any contract or orders,

- Not hold any personal interest in any supplier or a competing business with any person,
- Comply with the confidentiality covenants contained herein,
- Avoid any behaviour or action which harms or may harm the integrity or interests of the Company,
- In case of possession of price-sensitive information, such information may only be used in the proper execution of your assignment and duties.
- Act independently, professionally and honestly with all external business contacts.
- Avoid conflict of interest, entangling professional and personal interests, or any appearance of such entanglement,
- Not enter into private transactions with suppliers and other business contacts of the Company (such as brokers) and not enter into transactions for and on behalf of the Company on terms and conditions other than those used by the Company in the normal course of business,
- You shall obey the lawful and reasonable orders of your superiors and discharge your duties entrusted to you loyally, honestly and diligently,
- You shall work in cooperation and coordination with other employees so as to facilitate an efficient workflow
- If it is found that you have misrepresented any information in your application for employment or at the time of interview, or have furnished any false.
- Information or have concealed or suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

5. EQUAL EMPLOYMENT OPPORTUNITIES-

It is the policy of Schneider Electric to provide equal employment and advancement opportunities in the areas of recruiting, hiring, training, transferring and promoting all qualified individuals regardless of race, religion, colour, gender, disability, national origin, ancestry, age, military status, sexual orientation, marital status, or any other legally protected characteristics or conduct.

The company and its policies actively promote the principles and practices of equal opportunity in the workplace. Harassment and discrimination of any form is taken seriously and may result in termination of employment.

a. As a general rule all employees of the Company are forbidden from receiving gifts in any form, either monetary or in kind or interests from outside parties having interest in or doing business with the Company without the prior written approval of the Managing Director.

b. You must not use your position in the Company for private gain for yourself or for persons with whom you have personal, business, or financial relations or ties. As a representative of the Company, you must avoid actions that could reasonably be expected to adversely affect, or to give the appearance of adversely affecting, the independence and objectivity of your judgment, interfere with the timely and effective performance of your duties and responsibilities, or bring discredit to the Company.

c. You are not authorized to issue any certificate to any employee, customer or supplier of the company without having prior written permission from the management in this regard.

8. You shall be responsible for safe keeping and return in good condition and order, all company property entrusted in your care and charge. The company reserves the right to deduct the money value of such articles or take such action as may be deemed proper, in event of failure to account for such property to its satisfaction.

Above condition/s have been explained to you; and after seeking appropriate advice you have confirmed your understanding of the same in clear terms. You acknowledge the above conditions as absolutely reasonable in scope, time and absolutely necessary for the protection of the Company's legitimate interests, and agree that the knowledge of Company's Confidential Information and trade secrets to which you will gain access constitute a good, sufficient and adequate consideration for the same. Any breach of the above shall be considered as a material breach of contract and Schneider Electric or its Group Company reserves the right to take appropriate legal action for remedy of the same.

RETIREMENT

You will retire from the services of the organization on attaining the age of **60** years or before in case of any physical/mental illness/disablement that may result into lowering

your efficiency during the course of your employment. Any extension may, however, be given at the sole discretion of the Management for such a period as the management may deem fit and proper and no representation in this behalf shall be entertained.

TERMINATION OF SERVICE

Your services can be terminated by giving a mandatory **three (3)** months Notice Period, subject to any other service conditions or service bond(s) executed by you. Payment in lieu of the same may be considered on a case to case basis, depending on business exigencies. Any kind of leave/absence shall not be counted or considered during the Notice Period and no leave can be adjusted against the Notice Period unless the same is approved in writing by the undersigned. The balance leave days would be subject to encashment as per the prevailing Rules of the Company. If the company terminates your employment and wants you to leave before the completion of notice period, the total guaranteed cash for the balance period will be paid to you by the company. If, at your request, the company agrees to relieve you earlier, you will be liable to pay the company the total guaranteed cash for the balance of the notice period.

On employee's tendering the resignation, Company may elect to relieve the employee any time during the stipulated Notice Period without any additional compensation for the balance of the period not served. Termination of services due to integrity reasons will be done without serving any Notice Period and shall not entertain settlements of any kind of payments or dues by the Company. On resignation you are expected to serve your full notice period, and any payment in lieu of the same can be considered only at the discretion of the management. Also in the case where employee leaves the services of the Company before completion of one year of service from the date of joining, the amounts paid to the employee towards Notice Pay paid to his previous employer as well as Relocation Expenses and Joining Bonus (if applicable) will be recovered in full from the employee.

Incase of abscondment from service, the management retain the right to initiate legal action as may be deemed appropriate.

MISCELLANEOUS

1. You will in all respects be governed by the rules and regulations of the Company applicable from time to time to employees of your category. Your appointment and its continuance are subject to your being and remaining medically (physically and mentally) fit.
2. Your employment with the Company will be reviewed from time to time taking into account your contribution to the Company as well as your ability to progress with the Company.
3. In case of any changes in your address during the course of your employment, it will be your duty to intimate such change in writing to the Company within seven (7) days. All communications sent to you by the company at your last given address shall be deemed to have been delivered to you at the correct address.
4. This appointment letter is being given to you with the understanding that all the information furnished by you, both in your application and at the time of interview, is complete and correct. If, however, the management comes to know after your joining with us that you have intentionally withheld certain information or the information provided by you is not correct or incomplete, the Company reserves the right to discharge you from the services forthwith without payment in lieu of notice.
5. You shall execute such further Agreements and/or Bonds for continuing your appointment with the Company, as may be reasonably requested by the Company, in order to protect the Company's rights and efforts spent on your training, including incurring of considerable expenditure and exposure to Company's Confidential Information, amongst others. The terms and conditions of the further Agreements and/or Bonds as may be executed between the Company and you, shall supersede the specific terms and condition as contained herein to the extent that there may arise a conflict between the two. For all purposes, this appointment letter and the further Agreements and/or Bonds as may be executed in future shall be read in supplement of each other and together given the relationship between the Company and you.

You will treat the terms and conditions of your employment as strictly confidential.

We at Schneider Electric are endeavoring to create a workplace where it is exciting to work and a place that nurtures the development of competencies and sharing of skills and we welcome you to join the family of Schneider Electric.

The Company will endeavor to provide you with a challenging and rewarding career ensuring a high level of job satisfaction and also ample opportunity for career development.

If the terms foregoing are acceptable to you, please sign and return the duplicate copy hereof in token of your acceptance. Upon acceptance of this offer, the terms of this Letter of Appointment shall supersede all previous verbal or written agreements or commitments relating to the terms and conditions of your employment.

We look forward to a mutually beneficial and long association, fruitful relationship with Schneider Electric, and your contribution to the growth of the organization.

Thanking you,

Yours sincerely,

For and on behalf of

Schneider Electric India Private Limited



Runita Verma

Director - TAM

I have read and understood the aforesaid terms and conditions and accept the above appointment and the terms stated. I also confirm that I have been provided with a copy of Schneider Electric's Principles of Responsibility and confirm my understanding of the Principles of Responsibility and commit to respect and apply them in my work. I further reconfirm that I have been handed over the access to intranet containing all HR policies and in token of having accepted the terms and conditions thereof, I hereby put my signature on this letter.

Accepted by:

Signature:

Date:

It is the policy of Schneider Electric to provide equal employment and advancement opportunities in the areas of recruiting, hiring, training, transferring and promoting all qualified individuals regardless of race, religion, color, gender, disability, national origin, ancestry, age, military status, sexual orientation, marital status, or any other legally protected characteristics or conduct.

Offer electronically accepted by: Marar, Aswathi

Offer electronically accepted on: Sep 15, 2018 9:26 AM

Offer electronically accepted from: 165.225.104.60



**MONALISA
MANPOWER
MANAGEMENT LLP**

CIN No. AAI-3206

Bldg. No. 1/1, MHB Colony,
Khernagar Shree Ram CHS,
Ram Mandir Road, Khernagar,
Bandra (East), Mumbai - 400 051,
Phone: +91 9029825501 / +91 9029025502
E-mail: monalisa@monalisammlp.com

Our ref: ltmp_pers/VKB/18/1002

Date: 10.10.2018

Personal & Confidential

Mr. Vishnu K Baburaj,
Koonakkampully House,
Edakkullam P.O.,
Poomangalam, Edakulam,
Thrissur, Kerala, 680688.

Mobile No: 9946458558 / 8848277306

Email ID: vishnukbaburaj@gmail.com

Sub: - Letter of Appointment

With reference to the discussion we had with you, we are pleased to appoint you as an Engineer - Projects under the following terms and conditions:

1. Commencement Date

Your date of appointment will be effective from 03.09.2018.

2. Salary and Benefits

Salary and benefits are detailed in Annexure attached herewith. Your Gross Salary per month is (Rs.16,631/-) subject to deduction of Tax at source.

3. Place of work

Your initial reporting location will be Mumbai. However, your services are transferable to any place in the country or abroad or to any of the client location, at the sole discretion of the management.

4. Working Hours

The shift timings will be based on process / program requirement as and when explained by your Reporting Heads

5. Contract Duration

a) Your initial contract duration will be uptill 02.03.2019. The management reserves the right to reduce, dispense with or extend your contract duration at its absolute discretion.

b) Your services are liable to be terminated by the Company after providing you one month's notice or payment of basic salary in lieu thereof. You shall also be bound to provide the Company with

- One month notice or equivalent basic salary if your salary is less than or equal to Rs.20000/- in hand.

- Two months notice or equivalent basic salary if your salary is more than Rs.20000/- in hand.

In case proper notice period is not served then you shall have to pay equivalent basic salary in lieu of notice period. Note that in this case your FNF and letters will be processed upon clearance from our client.

The said period will not be adjustable against leave.



(c) All expenses incurred for travel to Middle East including visa cost and air tickets will be recovered from your payable dues in case you leave our employment without completing entire contract period of minimum one year from Date of Joining.

(d) If the exigencies of work so require, the Company may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to the Company to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter.

(e) The Company will have the right to terminate your employment without notice or payment of Salary in lieu thereof if:

- You commit any breach of your duties and responsibilities under this contract of service.
- You are guilty of any gross default or misconduct, which contravenes the expressed or implied conditions of your employment

(f) This appointment letter is governed by and shall be construed in accordance with the laws of India, and both parties to this appointment letter shall submit to the exclusive jurisdiction of Mumbai High Courts. This appointment letter contains the entire understanding between the parties and supersedes all previous agreements and/or arrangements relating to employment with the organization. Any amendment or modification to this appointment letter shall be made in writing and signed by both the parties.

- The terms and conditions of services are confidential and may not be disclosed to or discussed with anyone;
- You will be required to effectively carry out all duties and responsibilities assigned to you by your Reporting Head and others authorized by the Company to assign such duties and responsibilities;
- The emoluments/benefits due to you will be liable / subject to deduction of income tax in accordance with the provisions, of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.

6. Acceptance

- Please sign and return the duplicate copy of this letter and annexure as a token of your acceptance of the terms and conditions mentioned herein.
- If you fail to indicate your acceptance/objection within a week from the date of the appointment letter, this offer of employment will be deemed to have been accepted.

7. Leave

- During your employment with us, you are eligible for 20 Calendar days of Privilege Leave for a calendar year, but no privilege leaves will be applicable for first three months, 5days leaves shall be calculated after completion of each quarter. Exceptions to this can be done only with prior permission/duly approval of your immediate Superiors/Reporting Authorities.
- Leaves criteria shall commence from Standard Calendar Year, which is Jan till Dec. Unused/remainder leaves shall be compulsorily encashed. New Opening balance 01st of Jan shall be Nil for all employees.



Annexure:

Name	Mr. Vishnu K Baburaj	EC No.3388
Designation	Engineer - Projects	
Location	Mahape / Qatar	
Reporting To	Ms.Pritam Patankar	
SALARY BREAKUP	Monthly Rs.	Yearly Rs.
Basic	9500	114000
H.R.A.	4000	48000
Conveyance	1500	18000
Communication Allowance	0	0
Food Allowance	0	0
Miscellaneous	1631	19572
Employees Total (Gross)	16631	199572
P.F. Load @ 13% on Basic	1235	14820
ESIC @ 4.75% on Gross	790	9480
Leave Load @ 5.33% on Basic	506	6072
Medical Insurance	300	3600
Retention bonus if any	0	0
C.T.C.	19462	233544
P.F. Load @ 12% on Basic	1140	13680
ESIC @ 1.75% on Gross	291	3493
P. Tax	200	2400
Total Deduction	1631	19573
Net in hand Salary	15000	179999

You shall be eligible for additional site allowances and site re-imbursements, these allowances and re-imbursements are applicable as per company re-imbursement policy. You shall be covered under Group Insurance Policy, which covers you upto Rs.1.0 lac for hospitalization and additional personal accident benefit upto Rs.1.0 lac. An Insurance card for cashless settlements shall be handed over to you post your joining.

All other terms and conditions will be governed by the Company's policies as stated from time to time. We look forward to your joining us for a mutually beneficial association.

Yours truly,
For Monalisa Manpower Management LLP
For Monalisa Manpower Management LLP

Pritam

Authorized Signatory Authorized Signatory



I accept the appointment on the terms and conditions contained herein and will report for duty on

Signature:

Date:

Name:

**MS. BETCY JOY
C/O MR. P V JOY
POOTHURAN HOUSE,
THURUTHISSERY,
MEKKAD PO, ERNAKULAM,
KERALA- 683589**

Dear Ms. Betsy Joy,

SUB: OFFER FOR APPOINTMENT IN THE BANK AS PROBATIONARY CLERK

We are glad to inform you that you have come out successful in the Online Test and Personal Interview held for the recruitment of Probationary Clerks. In this regard, we have pleasure in inviting you for an Induction Training Programme and therefore you are advised to report **on 12.01.2020 before 06:00 PM** for the completion of joining formalities and residential Induction Training Programme at your own expense at:

**MANIPAL COUNTY
65, MANIPAL COUNTY ROAD,
AECS B BLOCK, SINGASANDRA
BEGUR, BENGALURU,
KARNATAKA - 560068
TEL: 080-49485000**

The duration of the programme will be **4 weeks from 13.01.2020 to 08.02.2020**. Your accommodation is arranged from **12.01.2020**. In case you do not report for the completion of joining formalities and induction training programme, your selection for the post of Probationary Clerk will stand nullified and your name will be removed from the list.

Submission of original documents/ credentials

You are required to produce the following while reporting, on failure of which the offer given to you will be treated as withdrawn.

- a) Your educational qualification certificates and mark lists in original (X std onwards up to final year UG marklists and certificates) along with one self-attested xerox copy thereof. You have to keep with you the attested copies of original certificates. The original certificates will be returned to you normally on your completion of 3 years of active service in the Bank.
- b) Your SSLC/ Matriculation/ Higher Secondary Certificate for verifying the date of birth along with one self-attested xerox copy of the respective page showing the date of birth.
- c) Relieving certificate from your present/previous employer, if you are/were employed.
- d) Two latest passport size photographs.
- e) A proof/ certificate of Salary/Income of your parents & other earning members of your family from the concerned authorities.
- f) Two character certificates addressed to the Bank from two respectable persons of your place.
- g) SC/ST candidates should produce caste certificate issued by a competent authority along with a self-attested xerox copy thereof.

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h) PAN Card, if available along with xerox copy (original will be returned after verification). In case you have no PAN Card at present immediate arrangements are to be made to get the PAN Card and to submit the same before **31.01.2020**.

i) AADHAAR card with xerox copy (original will be returned after verification) along with any one of the Photo ID proofs such as Voters ID/Driving License/Passport etc. with a xerox copy. (original will be returned after verification).

j) Police Verification Certificate obtained from the Police Station having jurisdiction over your Residential/Permanent address.

k) Statement about your medical history and a certificate of fitness for employment in the Bank from a doctor not below the rank of Civil Surgeon/ Chief Medical Officer of a Government Hospital. You are also required to produce all the medical reports, lab reports, ECG etc along with medical fitness certificate without fail. **Medical fitness certificate from private hospitals will not be accepted.**

If it is later found that, you have made concealment of facts/reported false details in the Personal Statement form/ any other document/ certificate; you will be liable for termination from service without further notice. The medical reports/ fitness certificates submitted by you are liable to be re-examined or scrutinised by the Bank's Doctor at Bank's discretion and your appointment in the Bank is subject to your medical fitness for employment in the Bank as assessed by the Bank's Doctor. You will be required to undergo medical examination by the Doctor of Bank's choice, in case the doctor insists for a detailed medical examination, after analyzing the medical reports submitted by you.

It shall be distinctly understood that this offer of appointment is subject to your medical fitness, your passing with the prescribed qualification/ criteria (mentioned below), submission of original documents/ credentials and satisfactory background verification.

Also be informed that original certificates and mark sheets which are yet to be received from the university has to be submitted on or before **31.05.2020** failing which your appointment will be terminated. In case it is later found that you are not possessing the below mentioned qualification/criteria, you will be terminated from the service without prior notice.

Prescribed qualification/criteria:

- Graduation from a recognised university under regular course.
- Age should not be more than 26 years as on 30.06.2019. (age relaxation of 5 years for SC/ST candidates).
- Should have cleared X/SSLC, XII/HSC and Graduation with minimum 60% marks.

Also please note that if any information already submitted by you is found to be false or untrue or if any material information is suppressed, your service is liable to be terminated.

Execution of Agreement

As per the terms and conditions of appointment, you have to execute an agreement to the effect that you will serve the Bank for a minimum period of Three (3) years (active service) from the date of your joining the Bank. In case you leave the service of the Bank before the expiry of the said period, a sum of Rs.75,000/- (Rupees Seventy Five Thousand only) will have to be paid towards expenses incurred by the Bank for recruitment, imparting training (both in house and external training including on the job training), compensation / liquidated damages on account of loss of opportunity for the Bank from deriving anticipated benefits out of the recruitment process, etc.

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Apart from the above, you shall not leave or discontinue your service in the Bank without first giving a Notice in writing of your intention to leave or discontinue the service or resign. The period of notice required shall be 3 months of continuous service without leave and the same shall be submitted to the Competent Authority. Provided that the competent authority may reduce the period of 3 months or remit the requirement of notice. (In lieu of the notice period the Officer may pay 3 months Pay & Allowances)

Salary Package

You will be paid salary in the Scale of Pay Rs.11765 - 655/3 – 13730 - 815/3 – 16175 – 980/4 – 20095 – 1145/7 – 28110 – 2120/1 – 30230 – 1310/1 – 31540 and will be eligible for all other allowances as applicable to clerical cadre.

Basic pay	: Rs.13,075/-
Special Pay	: Rs.820/-
Special Allowance	: 7.75% of Basic Pay
DA (quarterly varying)	: 71.7% of (Basic Pay + Special Pay + Special Allowances)
HRA*	: Minimum 7.5% and Maximum 10% of (Basic Pay + Special Pay)
Transport Allowance	: Rs.425/-

*As applicable & varies according to the place of posting

You will be governed by the “Defined Contributory Pension Scheme” in terms of the Bipartite settlement and amendments thereon from time to time. The said Pension Scheme will be as per the provisions of the New Pension System under Pension Fund Regulatory and Development Authority. 10% of (Basic Pay + Special Pay + D.A) will be deducted monthly from the salary towards the Pension Fund. An equal amount will be contributed by the Bank.

After the successful completion of joining formalities, the formal appointment order stating your initial place of posting will be issued and you are advised to report for duty immediately after the completion of the Induction Training Programme. Please note that you are liable for transfer anywhere in India at the sole discretion of the Bank.

On receipt of this offer letter, you are requested to confirm your participation for the Induction Training Programme to the e-mail id careers@sib.co.in on or before **06.02.2020**, failing which the offer given to you will be treated as withdrawn.

We hope this will be the beginning of a long and rewarding career with us.

With Best Wishes,

Yours faithfully,



Deputy

General

Manager

INFOSYS OFFERED STUDENTS LIST-2017 BATCH

SL NO	NAME	BRANCH	COMPANY	CONTACT NO.	EMAIL ID
1	AADIL MOHAMMED	S7 CS	INFOSYS LIMITED	9995839332	aadil25995@gmail.com
2	ANAGHA S.	S7 CS	INFOSYS LIMITED	9400826612	anaghasreyas@gmail.com
3	CINDRELLA JOSEPH	S7 CS	INFOSYS LIMITED	9747553422	cindrellajoseph4536@gmail.com
4	LAKSHMI P.	S7 CS	INFOSYS LIMITED	9745600862	lakshmi.sasidharan95@gmail.com
5	LIYA CLAIRE JOY	S7 CS	INFOSYS LIMITED	9388796900	liyaclaire01@gmail.com
6	NEENU BABY	S7 CS	INFOSYS LIMITED	8281254429	neenubaby123@gmail.com
7	SREELAKSHMI K. M.	S7 CS	INFOSYS LIMITED	9656980168	sreelakshmimadhavan@gmail.com
8	SRIRAM S. KAMATH	S7 CS	INFOSYS LIMITED	8891915432	sriramskamath@gmail.com
9	ABHIJITH K. A.	S7 EC	INFOSYS LIMITED	9895599349	ashokabhijith170@gmail.com
10	ANJITHA B.	S7 EC	INFOSYS LIMITED	9744896474	anjithasreedevi@gmail.com
11	ATHULYA BALAN	S7 EC	INFOSYS LIMITED	9495233715	a4athulya@gmail.com
12	CHIPPY MATHEW	S7 EC	INFOSYS LIMITED	9526909101	chippymathew4@gmail.com
13	JEWEL JACOB	S7 EC	INFOSYS LIMITED	7736847936	jeweljacob387@gmail.com
14	MANEESHA V. J.	S7 EC	INFOSYS LIMITED	8129840907	maneesha0207@gmail.com
15	N. AKSHAY KUMAR	S7 EC	INFOSYS LIMITED	9447163175	nakshay2360753@gmail.com
16	RADHIKA RADHAKRISHNAN	S7 EC	INFOSYS LIMITED	9633985296	radhupillai@gmail.com
17	SANJEEV KRISHNA S.	S7 EC	INFOSYS LIMITED	9048160564	sanjeevsanju.krishna@gmail.com
18	SHWETA P. S.	S7 EC	INFOSYS LIMITED	8086225193	swetha.paduthole@gmail.com
19	VISHAK N.	S7 EC	INFOSYS LIMITED	8547561495	95.vishakn@gmail.com
20	ABHIJITH K. K.	S7 EE	INFOSYS LIMITED	8907753400	kkabhijithcv@gmail.com
21	ASWATHY NAIR	S7 EE	INFOSYS LIMITED	8281975077	aswathynair16p@gmail.com
22	FARSANA IQBAL	S7 EE	INFOSYS LIMITED	9846437247	farsanaiqbal16@gmail.com
23	SALMAN BABU P. M.	S7 EE	INFOSYS LIMITED	7736597977	salmanbabupm6@gmail.com
24	SARATH MOHAN	S7 EE	INFOSYS LIMITED	9645312540	sarathmohan.kk@gmail.com
25	V. VISHAK	S7 EE	INFOSYS LIMITED	9446058180	vishakvijayan05@gmail.com
26	VISHNU S. MENON	S7 EE	INFOSYS LIMITED	9567574359	vishnusreechitira08@gmail.com
27	AKHIL R. KRISHNA	S7 ME	INFOSYS LIMITED	7561810093	akhilkrishnajuly4@gmail.com
28	ATHUL MOHAN	S7 ME	INFOSYS LIMITED	8281980194	2702194@gmail.com
29	G AMARNATH SANKAR	S7 ME	INFOSYS LIMITED	9496095723	amarnathsankar723@gmail.com
30	GLADSON DEVASSY	S7 ME	INFOSYS LIMITED	9567676657	gladsondevassy@gmail.com
31	JAYARAM B.	S7 ME	INFOSYS LIMITED	8547307615	jayaram95@gmail.com
32	JESTIN ANTU JAMES	S7 ME	INFOSYS LIMITED	9495703857	jestinaj2015@gmail.com
33	NIRMAL T. R.	S7 ME	INFOSYS LIMITED	9496007293	tbrampadmam@gmail.com
34	PULIYAM KUNNATH ARUN	S7 ME	INFOSYS LIMITED	9539998039	arunpk5700@gmail.com
35	REJO JOYSON ABRAHAM	S7 ME	INFOSYS LIMITED	9745522924	rejoyson18@gmail.com
36	ROSHIN P. VARUGHESE	S7 ME	INFOSYS LIMITED	9562362739	roshin.pvarugese@gmail.com
37	S. RAVISHANKAR NAYAR	S7 ME	INFOSYS LIMITED	9567860308	ravishankar577@gmail.com
38	SRINATH S. KAMATH	S7 ME	INFOSYS LIMITED	9895725054	srinath.letter@gmail.com
39	VIGNESH K. K.	S7 ME	INFOSYS LIMITED	9446779124	vignesh.kk49@gmail.com
40	VISHNU K.	S7 ME	INFOSYS LIMITED	9895900131	vishnukuruppathk@gmail.com
41	VIVEK VENUGOPAL	S7 ME	INFOSYS LIMITED	9539664773	vivekvenugopal04@gmail.com
42	ANANTHAKRISHNAN S.	S7 AU	INFOSYS LIMITED	8289907036	ananthans000@gmail.com
43	SACHIN J. K.	S7 AU	INFOSYS LIMITED	9497754446	sachu10rocks@gmail.com
44	A. DHANANJAY	S7 CE	INFOSYS LIMITED	8547797797	leofury26@gmail.com
45	ABHIJITH S.	S7 CE	INFOSYS LIMITED	9495144369	abhiw@gmail.com
46	ANTONY JOH MOOTHEDAN	S7 CE	INFOSYS LIMITED	9446591270	antonyjohm@gmail.com
47	ANUSHREE B. S.	S7 CE	INFOSYS LIMITED	8547316180	anushreebs.0104@gmail.com
48	DEVIKA N.	S7 CE	INFOSYS LIMITED	9495094300	devikaaiswarya@gmail.com
49	JIBY ALIAS	S7 CE	INFOSYS LIMITED	8891271403	jibyalias10@gmail.com
50	LAKSHMI P.	S7 CE	INFOSYS LIMITED	8592851717	lakshmidwaraka@gmail.com
51	NELVIN JOSE	S7 CE	INFOSYS LIMITED	9656119177	nelvinjose0@gmail.com
52	PEZHERI AMRITA	S7 CE	INFOSYS LIMITED	9746082303	pezheriamrita@gmail.com
53	RIYA ROBI	S7 CE	INFOSYS LIMITED	9961615974	rhearobi95@gmail.com
54	SHILPA GEO	S7 CE	INFOSYS LIMITED	9446354808	shilpageov@gmail.com
55	TINU SUSAN SCARIA	S7 CE	INFOSYS LIMITED	9446812304	tinussusan@gmail.com

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Vishnu K

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HRD/3T/17-18/11524599

Mr. Suraj Sakumaran
Candidate ID: 11524599
Kumarapilly House
Koratty P.O
Thrissur - 680309
Kerala
India
Ph: (91) 97457 41959

December 01, 2017

Dear Suraj,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED

CIN: L25110KA1981PLC013119

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0281
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2017.12.01 15:09:15 +05:30
Reason: Offer Letter
Location: Bangalore



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HRD/3T/17-18/11521092

November 14, 2017

Mr. Roshin P Varughese
Candidate ID: 11521092
Kalampala Puthuparampil, Kottanad P.O.,
Mallappally
Pathanamthitta, Kerala
IN - 689615
Ph: (91) +919562362739

Dear Roshin,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

Certification signature by RICHARD LOBO
<RICHARD.LOBO@INFOSYS.COM>, Validity
Unknown

Digitally signed by RICHARD
LOBO
Date: 2017.11.14 15:44:09 IST
Reason: Office letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T: 91 80 2852 0261
F: 91 80 2852 0352

askus@infosys.com
www.infosys.com

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Nirmal I R

779686

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HRD/3T/17-18/11525599

Mr. Mohammed Swafan V
Candidate ID: 11525599
Veliyagath House
Koorkancherry P.O
Thrissur - 680 007
Kerala
India
Ph: (91) 81568 74531

December 01, 2017

Dear Swafan,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2017.12.01 15:09:15 +05:30
Reason: Offer Letter
Location: Bangalore

Infosys



HRD/3T/17-18/11527599

Mr. Mohammed Saleem Chandroth
Candidate ID: 11527599
Chandroth House
Edapally P.O
Ernakulam - 682021
Kerala
India
Ph: (91) 8281581918

December 01, 2017

Dear Saleem,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1901PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2017.12.01 15:09:15 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/17-18/11528599

Mr. Mevin Jacob
Candidate ID: 11528599
Chittinapilly House
Karukutty P.O
Ernakulam - 683582
Kerala
India
Ph: (91) 9496793046

December 01, 2017

Dear Mevin,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0251
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2017.12.01 15:09:15 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/17-18/11529599

Mr. Henry S David K
Candidate ID: 11529599
Kurishingal House
Muringoor P.O
Thrissur - 680309
Kerala
India
Ph: (91) 90616 77297

December 01, 2017

Dear Henry,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2017.12.01 15:09:15 +05:30
Reason: Offer Letter
Location: Bangalore



HRD3T/17-18/11520599

Mr. Athul Mohan
Candidate ID: 11520599
Kumarapilly House
Muringoor P.O
Thrissur - 680309
Kerala
India
Ph: (91) 82819 80194

December 01, 2017

Dear Athul,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0251
F 91 80 2852 0352
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2017.12.01 15:09:15 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

Page 1 of 8

12

B-13

Roll NO: 19

(5A)

(P) 9

Infosys



Arjun S

757401





HRD/3T/17-18/11520595

Mr. Akhil R Krishna
Candidate ID: 11520595
Kamalalayam
Kedamangalam, N.Paravur P.O.
Ernakulam - 683513
Kerala
India
Ph: (91)-75618 10093

December 01, 2017

Dear Akhil,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1991PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T: 91 80 2852 0201
F: 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2017.12.01 15:09:14 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/17-18/11526599

Mr. Ditto P.S
Candidate ID: 11526599
Pudussery House
Karukutty P.O
Ernakulam - 683582
Kerala
India
Ph: (91) 97449 99849

December 01, 2017

Dear Ditto,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2017.12.01 15:09:15 +05:30
Reason: Offer Letter
Location: Bangalore

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance-linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2017-18 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

isham k
me -

Forwarded message

From: Byjus Classes <byjusclasses@gmail.com>
Sent: Fri, 21 Apr 2017, 20:18
Subject: Your Training with Byjus Classes - Welcome
to Mumbai <byjusclasses@gmail.com>

Dear Mithun K,

Welcome to Byjus. Congratulations on your decision of pursuing with us in our endeavor to change the face of education. It is our pleasure to extend the following offer to you further to the interview and discussions you have had with us. You are expected to join us on June 5, 2017.

The details of your training are as follows:

Start of Reporting: June 5, 2017
Reporting Location: Byjus (BC Knowledge Park Block-D Floor 6), Byjus (BC Knowledge Park), BC Knowledge Park, 8th floor, D Block, 4th, Bannerghatta Main Rd, Shree Bangalore, KA, India
Reporting Time: 10:30 AM
Reporting Manager: Pavin Prakash
Department: BUSINESS DEVELOPMENT
Job Department: SALES
Training duration: 3 months
Monthly Pay: 20000 INR per month
The Company shall be entitled to deduction from the above salary when payable to you, on following grounds: statutory and compulsory deductions:

- a) Provident Fund
- b) Income tax deducted at source as the same applicable
- c) Employees' professional tax as
- d) Deduct to Company including loans and advances
- e) Or any other allowable statutory deductions

The Income Tax Liability with regards your salary and perks will your liability and will be governed by the tax laws of the country, as applicable from time to time.

Please note that in absence of PAN, tax deduction will be 20%, so please make sure you apply and get it done at the earliest.

Please follow the link mentioned below and complete all data and documentation needed. It is important for you to complete all the data document uploads on the platform before your date of joining or before reporting to the office. The lists of documents to be uploaded in the respective sections in the portal are listed below and also please carry all the documents listed below on the reporting day for the verification by HR department.

- 1) Education Details - 10th Mark Sheet, Graduation Mark Sheets & Post Graduation Mark Sheets
- 2) Address Proof - Driving License/Voters ID/Aadhar Card/Passport
- 3) ID and Security Card/Aadhar Card/Passport
- 4) Statutory Details - PAN card compulsory

Activate Windows
Go to Settings to activate Windows.

It was indeed a pleasure being in your institution for Campus Hiring. I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews. Hearty Congratulations to the below Candidates,

Sl. No	Qualification	First Name	Last Name	Email	PHONE	Alternative Number	DOB	Fathers name
1	CSE	Elizabeth	Thomas	elizabeththomas24@gmail.com	9497565282	9847045282	28-May-94	P G Thomas
2	Civil	Unta	Mary Philip	untamaryphilip25@gmail.com	9446019089	9745853630	1-Dec-95	Philip Varghese
3	ECE	Sreedevi	M	sreedevim66@yahoo.com	9995494390	7736377508	28-Jan-96	T Nandakumar
4	ECE	Nicofar	Abdul Jaleel	nico456@gmail.com	9539163610	9846825799	8-May-95	P Abdul Rahman Abdul Jaleel
5	CSE	Arsha	T V Philip	arsha3807@gmail.com	8113983338	4792426764	1-Mar-94	T V Philip
6	CSE	Athira	Unnikrishnan	athira1173@gmail.com	8156853882	8156853884	9-Dec-94	M K Unnikrishnan Nair
7	CSE	Tharypta	Nasreen	tharypta.nasreen@gmail.com	8138969968	9746950105	4-Jul-95	Siyad P M
8	EEE	Ayral	Shahid V M	ayralshahid26@gmail.com	8547203682	9447001243	6-Jun-95	V Z Mohammed Shahid
9	EEE	Anand	V	anandv9@gmail.com	8129513071	9847058514	4-Sep-95	Ayyappan C
10	EEE	Bharath	Raj	rajibharath@gmail.com	8562818190	8562818190	3-Jun-95	Krishna Raj
11	EEE	Akhil	Ashraf	akhilashraf@gmail.com	8086772405	9946906638	4-Jul-95	Ashraf V
12	ECE	Nithin	Thomas	nithin.nediyattil@gmail.com	9400551130	9446665945	22-Mar-95	Thomas P J
13	ECE	Nikhil	Pishareddy	nikhishareddy@gmail.com	8281082753	8349433322	30-Oct-95	V P Madhu
14	Auto	Firoz	Khan	firozhan4d5@gmail.com	8746841873	9895969975	30-May-96	Hussain P
15	Mech	Mohamed	Saleem	mohameds71@hotmail.com	9496882412	9896783702	8-Feb-98	Saleem A C
16	Mech	Mohammed	Hasheer	hashimakegal1@gmail.com	8943507090	9846505454	31-Jan-96	Rahim
17	CSE	Shabeera	T M	shabeera6795@gmail.com	8943764656	8746115724	8-Jul-95	Nazeer Imdad M V
18	CSE	Rizwana	K M	rizwanakmshahmed@gmail.com	9446070042	7736305917	3-Nov-95	Mohammed K A
19	CSE	Lakshmi	Subhash	lakshmi.sathyapal@gmail.com	9447325496	9846911258	30-Sep-95	D Subhash
20	CSE	Lakshmi	V	lakshminankar2@gmail.com	9400108548	9495786676	23-Oct-95	T V Venkateshraman
21	ECE	Mohamed	Aathil	aathil.mohammed@yahoo.com	9447757878	9400261533	1-Sep-95	A S Nazar
22	Mech	Ashish	Thomas	ashishack1301@gmail.com	9633123665	9447874641	13-Jul-96	Anil Thomas
23	Mech	Arjun	Syam	arjunm10@gmail.com	9567678314	9447672825	20-Sep-94	Syam Kumar K P
24	Mech	Muhsin	K	muhsin045@gmail.com	9847843048	7907756363	24-Oct-93	Sainudheen K
25	EEE	Elizabeth	Varghese	elizabethvarghese02@yahoo.com	8281389559	9496461548	8-Mar-95	Varghese T Paul
26	EEE	Gopika	G	gopikagovind07@gmail.com	9633728196	9637507996	20-Sep-95	Govindhan K Nair
27	CSE	Alex	Michael	alexmichael3010@gmail.com	9497654235	9447627822	30-Oct-95	Michael M O
28	ECE	Kasim	Sabah	mkasim.1993@gmail.com	7736397350	9746155459	18-Oct-93	Mohammed Salhuthin
29	Mech	Sangeeth	Mohan	musker1995@gmail.com	9447153629	9447561379	27-Aug-95	V S Mohanan
30	Mech	Paul	M David	paulmdavid25@gmail.com	9497009903	8249876966	4-Jul-94	David Paul M
31	CSE	Vinu	Philip	vinu38024@gmail.com	9446081529	9447418242	24-Sep-95	Philip G George
32	Civil	Poornima	Purushan	poornima.cl@gmail.com	9905829102	9495328505	10-Aug-94	V N Purushan
33	CSE	Nived	Chandran	nivedan@gmail.com	9400527087	9447137087	7-Apr-98	Ramechandran
34	CSE	Nadeem	A S	nadeemas2@gmail.com	9895086885	8089137981	28-Sep-95	Sajad A P M

35	CSE	Sankalp	Deshkar	sankalodeskar123@gmail.com	8656005035	9446489463	2-Jul-95	Kiran Deshkar
36	Mech	Nidhin	PL	nidhinm44@gmail.com	9495618900	9447101070	13-Jun-94	Pavithran
37	Auto	Vishnu	Prasad	vishu25@vishnu.com	8281781820	4962600560	11-Oct-95	Vijayan
38	Civil	Sheljo	C J	sheljo@gmail.com	9496637819	9744060590	1-Sep-95	Joseph C R
39	Auto	Ramkumar	K	harsan2183@gmail.com	8111953790	9497316717	26-Jul-96	Balachandran K
40	Auto	Suhail	Shanavas	suhailsanavas55@gmail.com	9948634125	9037803090	29-Jun-95	Shanavas P K
41	Auto	Antal	K Santhosh	amkksanthoshacoul@gmail.com	9745241769	9544496209	16-Jul-95	Santhosh S
42	Mech	Akshai	Gopal	akshaiopai35@gmail.com	7356679900	8086275447	28-Nov-95	Gopalakrishnan
43	Auto	R Anuj	Nar	anujnar@gmail.com	9846926296	7736969892	10-Nov-95	Rajendrakumar
44	Mech	Zuhairaha	Shamsu	zzhe19@gmail.com	9745775033	0487-2555644	4-May-95	Shamsu
45	Mech	Mashood	Ahamed	mashood48@gmail.com	9567675643	9447081081	3-Mar-95	Abdul Kader

The Provisional offer letters for these Candidates would reach your Institution within the next few days.

Regards,

SUTHERLAND
GLOBAL SERVICES

Stephen
HR- Campus Initiatives,
Chennai.



044-42297534

Click here to walk the



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GLOBAL SERVICES

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3K View Download



image002.png
2K View Download

Click here to walk the



image003.jpg
4K View Download



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: SCMS School of Engineering and Technology
Date : 4/25/2017

Dear Rahul Babu K - B.Tech (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

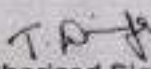
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities.


- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory


Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo: +91 44 4391 7884
CIN U72200TN2000PTC045576

8:49

B-13

WIFI

23

P



Best Wishes From Sutherland

Inbox



Sutherland Campus Te... 4/10/2017

to me v



Paul m David



SUTHERLAND

Dear Campus Champ,

Greetings from Sutherland! Congratulations on clearing our interview processes and getting our offer.

We are aware that this is the season of your university exams and exceptional students like you don't need luck, we wish you all the very best and may you come out with flying colors.

Regards,
Sutherland Campus Team



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Ref: Applicant No. SCMS

Date: 23/1/17

Dear MASHOOD AHMED

PROVISIONAL OFFER LETTER

Congratulation!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities


- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof (Ration card, Driving license Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services

Authorized Signatory


Candidate Acceptance

Arun



SUTHERLAND

Dear Campus Champ,

Greetings from Sutherland! Congratulations on clearing our interview processes and getting our offer.

We are aware that this is the season of your university exams and exceptional students like you don't need luck, we wish you all the very best and may you come out with flying colors.

Regards,
Sutherland Campus Team



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FW: RMC Campus drive

July Joy@rmcindia.com <julyjoy@rmcindia.com>
To: scs@scmsgroup.org
Cc: abraham.joseph@rmcindia.com

Dear Sir/Madam,

Greetings for the Day!!!

We thank you for the courtesies extended to our team during our visit to your premises. We are pleased to inform you that the following of your students have been shortlisted in the gr

Sr. No.	Name	MBA / GET	Branch (Marketing, Civil / Mechanical)	College Name	College Location	Qualification	Year of Passing
1	Srinath S Kamath	GET	Mechanical	SCMS SCHOOL OF ENGINEERING & TECHNOLOGY	Kochi-kerala	B.Tech (Mech)	2017
2	Ms. Divya Raghunath	PGDM	Systems, Opns & Mktg.	SCMS School Of Business	Kochi-kerala	B.Tech (Electrical & Communication)	2017 pass out
3	Mr.Jose Cyrilas	PGDM	Marketing	SCMS School Of Business	Kochi-kerala	B.E(Automobile Engg)	2017 pass out

Further activities on the aforesaid will be intimated to you in due course.

Thanks & Regards,



July K.Joy

RMC ReadyMix (India)

(A Division of Prism Cement Limited)

No. 31a 1th Main 7th Sector,

BBR Layout,

Bangalore,560043

+91 886 41182470 / 71

Mob/9091212456

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The Principal / Placement Officer
School of Communication and Management Studies,
Prathap Nagar, Muttom,
Kerala 683106

Dear Sir,

Sub: Campus Recruitment - Clerk - Selection List

We are glad to inform you that **one candidate** from your college / institution has come out successful in the selection process conducted for campus recruitment of Clerk.

Accordingly she is provisionally empanelled for absorption in Bank's service as Clerk subject to other terms and conditions to be intimated separately. The provisional offer letter will be issued to the selected candidates.

The list of the empanelled candidates is given below.

Sl No	Verification Code	Candidate Name
1	84544955	SHERIN DANIEL WILSON

In this regard please note that the appointment of candidates will be subject to fulfillment of the eligibility criteria stipulated and all other formalities to the satisfaction of the Bank. The detailed offer letter will be sent to the candidates selected in due course.

We thank you for the co-operation extended and for participating in our campus recruitment process.

Warm Regards



Rajesh R Pai <rajeshrpai001@gmail.com>

Offer of Appointment as Clerk- Please inform your acceptance through reply mail

3 messages

HR – TAD (Postings) <postings@federalbank.co.in>
To: "rajeshrpai001@gmail.com" <rajeshrpai001@gmail.com>

Sat, Nov 17, 2018 at 2:24 PM

**HR TALENT ACQUISITION & DEPLOYMENT**

HR TAD/B/PR-37572/PC/A-181/2018-19

17th November 2018

-

Hearty Welcome!

Dear Rajesh R Pai,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at postings@federalbank.co.in.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,

John P J

Vice President (HR)

To

Shri.Rajesh R Pai

18/682-A

Vrindavanam

ESI Road

Palluruthy

Kochi

Kerala-682006

The Federal Bank Ltd, HR Talent Acquisition & Deployment, Federal Towers, P O Box No.103, Aluva, Kerala, India 683 101

E-mail: postings@federalbank.co.in; Phone: 0484-2634123

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-

-

Offer of appointment to Shri. Rajesh R Pai as Clerk

-

You have been selected for appointment in the Bank as Clerk on the basis of your performance in the selection process.

Orientation programme/ Date of joining

Please report at Federal Knowledge & Development Centre (FKDC), Federal Heights, Bye Pass Junction, Aluva - 683 101, Kerala on 07th January 2019 before 09.00 a.m., for two weeks orientation programme from 07.01.2019 to 19.01.2019. The appointment will be effective from the date of commencement of the orientation programme. The programme is residential and Boarding/Lodging facilities will be provided by the Bank. On completion of the orientation programme on 19.01.2019 at 05.00 p.m, you will have to report for duty on 22.01.2019 at the Branch/Office to which you are posted. Accommodation will be provided at Federal Knowledge & Development Centre from 06.01.2019 onwards. The offer of appointment is valid only up to 07.01.2019.

Place of Posting

Your initial place of posting will be intimated to you during the period of Orientation Programme.

Remuneration

You will be on a pay scale of ` 11765 - 655/3 - 13730 - 815/3 - 16175 - 980/4 - 20095 - 1145/7 - 28110 - 2120/1 - 30230 - 1310/1 - 31540 as applicable to Clerical Staff of the Bank. The total emoluments eligible to be received by a Clerical Staff at Aluva initially would be as follows.

Basic Pay	`	13,075.00 *
Special Allowance	`	1,013.31
Dearness Allowance	`	8,552.00
Transport Allowance	`	425.00
HRA	`	1,176.75
Total	`	24,242.06

* Includes 2 Graduation Increments of ` 655/- each.

Graduation Increments will be released from the date of acquiring graduation/date of joining the Bank whichever is later, on submission of final Degree / Provisional Certificate.

HRA would change depending upon the place of posting.

During the period of probation/on confirmation in service, you will also be eligible for the facility of reimbursement of hospitalization expenses, medical aid, closing allowance, reimbursement of cost of brief case/ office bag (on confirmation), reimbursement of cost of one newspaper (on confirmation), Leave Fare Concession, Privilege Leave, Sick Leave, Casual Leave, etc., subject to the rules in force and as amended, altered or added from time to time. On confirmation and on completion of stipulated period of service, you would also be eligible for various Staff Loans prevailing in the Bank, including Housing Loan, Vehicle Loan, Computer Loan, Overdraft, Demand Loan, Interest free Festival Advance, etc., subject to the rules in force and as amended, altered or added from time to time. (Details of monthly emoluments /allowances are annexed)

Pre-induction e-learning programme & Periodic Assessment Tests (PATs)

As part of continuous learning approach, Bank will be conducting a pre-induction e-learning programme which helps you understand basic banking functions and terminologies. Completing this e-learning programme is a pre-requisite for joining the Induction programme, details of which will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC). Participation in Periodic Assessment Test conducted by the Bank from time to time during the period of probation is mandatory.

Probation/ Confirmation

Your appointment will be on probation for a period of six months. The period of probation will be counted for calculating the period of permanent service and for the purpose of granting increments. The period of probation is liable to be extended, if you have not satisfactorily completed the initial period of probation. During the period of probation, if your work, health, conduct or efficiency is found not satisfactory, your service is liable to be terminated at any time giving you one month notice or by paying one month's pay and allowances in lieu of notice. During the period of probation, you are not expected to involve directly or indirectly in the activities of any trade union of the Bank or of any other Bank or of other organization.

Joining formalities

At the time of reporting for orientation programme, you will have to submit the following papers/ certificates/documents:

- a. Originals of SSC/SSLC/Matriculation Book/Certificate and final certificates of Graduation or Post-Graduation (Qualifying Examination). These certificates (Secondary Marklist, Secondary Passing Certificate and Degree Certificate/Post - Graduate) will be kept under the custody of the Bank and will be released to the candidate on completion of 2 years of service in the Bank.
- b. Originals of all the documents, certificates and marklists of all semester examinations/ yearly examinations evidencing date of birth (Secondary Certificate) and academic/ professional qualification with two sets of self-attested copies. In case the result of any of the previous semesters/years or final semester/year examination is not published at the time of joining the orientation programme, a certificate to that effect is to be produced from the College/University at the time of joining for the orientation programme.
- c. Statement about your medical history and a certificate of fitness for employment in the Bank, from a Doctor not below the rank of Civil Surgeon/ Chief Medical Officer of a Government Hospital, in the format attached. Medical certificate from Private Hospitals will not be accepted. You are required to produce all the medical reports, lab reports, ECG etc. along with medical fitness certificate.
- d. Satisfactory discharge certificate and experience certificate from the previous employer/s, if any.
- e. A certificate about your character/conduct issued recently (within six months) by the Principal of the College/Institute last attended by you. Alternatively, two character certificates recently issued by Gazetted Officers/ respected persons.
- f. Original and self-attested copy of a valid documentary evidence proving your place of domicile issued by competent authority.
- g. A declaration of fidelity & secrecy, a declaration of place of domicile and a statement of assets and liabilities with income proof, as per the enclosed formats.
- h. One copy of your latest passport size photograph.
- i. One copy of this Order duly signed by you for having accepted the terms and conditions specified herein.
- j. Original and three sets self-attested copies of PAN Card, Voter's ID, Aadhar Card, Passport and Driving License along with Background Check application (format attached).

It shall be distinctly understood that this offer of appointment is subject to your medical fitness for employment in the Bank, satisfactory background check and submission of the certificates/documents as stipulated above, to the satisfaction of the Bank. At any stage, if you are found not satisfying the eligibility norms, your candidature is liable to be cancelled without notice. Also be understood that any misrepresentation/hiding of facts in the application/personal data/any other documents/certificates is sufficient cause for termination of your service, without notice and compensation. The medical reports/fitness certificate submitted by you will be re-examined/scrutinized by Bank's Doctor and your appointment in the Bank will be subject to your medical fitness for employment in the Bank as assessed by the Bank's Doctor. You are required to undergo physical medical examination by Bank's Doctor, in case the Doctor insists for a detailed medical examination, after analyzing the medical reports submitted by you.

The offer of appointment is subject to your fulfillment of eligibility criteria stipulated by the Bank for being appointed in the Bank as Clerk. In your case, the minimum eligibility criteria in respect of educational qualification for being appointed in the Bank as Clerk is a Graduation or Post-Graduation with 60% marks (passing out year of should be 2017 or 2018 for the qualifying examination) in any discipline and you should have passed SSC or equivalent exam and plus 2 or equivalent exam with 60% marks. Also you should have passed SSC or equivalent exam, plus 2 or equivalent exam and Graduation or Post-Graduation in regular mode of study. In case the result of final year/semester examination is not published, you are required to submit originals & copies of the marklists/certificates of all the previous years/semesters examinations at the time of joining for the orientation programme proving that you had passed all the previous year/semester examinations at the time of interview. In case the result of any of the semester examinations/final examination is published subsequently, but prior to joining the Bank, you will have to submit the certificates and marklists in proof of having passed the qualifying examination with required percentage of marks in the first attempt itself within a maximum period of 5 months from the date of joining the Bank in conformity with the minimum eligibility criteria in respect of educational qualification as stipulated by the Bank, failing which you are liable to be removed from the services of the Bank without any notice or communication, treating the appointment as cancelled. However, in case of willful default in submission of certificates/marklists within the above stipulated period, even after publication of result of the qualifying examination, your service is liable to be terminated and you are liable to remit the monetary compensation/notice pay. At any stage, if you are found not satisfying the eligibility norms, your candidature is liable to be cancelled without notice and compensation.

Other Benefits

You will be required to enroll yourself as a member of The Federal Bank Employees' (Award Staff) Medical Welfare Fund from the date of joining the Bank and deduction to the Fund at applicable rate will be made from your salary, as per the rules prevailing in the Bank at present and as amended, altered or added from time to time.

You will be covered under "Defined Contributory" Pension Scheme in line with the New Pension Scheme introduced to Central Government employees.

You shall contribute to the Welfare Scheme (Diya) to support the family of deceased employees of the Bank, from the date of joining the Bank and contributions to the Scheme at applicable rate will be made from your salary, as per rules prevailing in the Bank at present and as duly amended, altered or added from time to time.

On confirmation in Bank's service, you will be required to enroll yourself as a member of the Group Term Assurance Plan. The eligibility for enrollment in the Scheme will be subject to the terms, conditions, exceptions etc; as applicable under Group Term Assurance Plan at that time and as amended, altered or added from time to time.

Resignation/ Termination

If you are desirous of resigning from the service during the period of probation, you should give fourteen days' notice in writing to the Bank or you would be liable to pay to the Bank fourteen days' pay and allowances in lieu of notice. In addition to this, you should pay a compensation amount of ` 30,000/- to the Bank.

If you are desirous of resigning from the service after confirmation in the service of the Bank, you should give one month's notice in writing to the Bank or you would be liable to pay to the Bank one month's pay and allowances in lieu of notice. If such resignation is within a period of 2 years of joining the Bank, you should pay a compensation amount of ` 30,000/- to the Bank, in addition to the notice pay/ notice period.

You are also required to pay the compensation of ` 30,000/- and applicable notice pay as stated above to the Bank, if you ceased to be in the service of the Bank consequent to termination of service within 2 years of date of joining the Bank. You are required to execute an agreement in stamp paper (which will be made available by the Bank) at the time of joining for the orientation programme agreeing to the above terms and conditions of the appointment in respect of compensation/notice pay etc.

The compensation amount of ` 30,000/- mentioned above is the fair value of the minimum loss that will be incurred by the Bank if an employee quits the Bank before the stipulated minimum period of service.

General

On confirmation in Bank's service, you will be entitled to all the privileges enjoyed by and shall be subject to all the liabilities cast upon other permanent members of Clerical Staff, subject to the changes/amendments made from time to time.

The offer of appointment is subject to your fulfillment of eligibility criteria stipulated by the Bank for being appointed in the Bank as Clerk. You will have to submit originals of all the documents/certificates/marklists in proof of having fulfilled the eligibility criteria/experience at the time of joining, failing which, you will be disentitled to join the Bank.

You are liable to be transferred during the period of probation and also thereafter, as found expedient by the Bank at any time to any of the existing Branches/Offices in India or abroad or Subsidiaries or to the new Branches/Offices/ Subsidiaries of the Bank to be opened in future.

You are advised to adhere to the acceptable levels of decorum at workplace (even during the induction period) by way of presentable attire and professional etiquettes representing the image and reputation of the Bank.

You will be eligible for actual travelling expenses (subject to a maximum of 02nd AC Train Fare) from your place of domicile to FKDC and also from FKDC to the place of posting.

John P J

Vice President (HR)

I, Rajesh R Pai, accept and confirm the above terms and conditions.

Place:

Date:

(Signature of the Candidate)

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Annexure**Monthly Emoluments**

Particulars	Amount (`)
Basic Pay	13075.00
Special Allowance BP	1013.31
Dearness Allowance	8,552.00
HRA	1176.75
Transport Allowance	425.00
Canteen expenses	1250.00
Newspaper (1+ ` 170) #	370.00
Travelling Allowance	1350.00
Total	27212.06

After confirmation

Other Allowances

Allowances	Amount (`)	Remarks
Medical Aid	2200.00	Yearly
Closing Allowance	1200.00	Yearly
Digital Promotion	1200.00	Yearly
Cost of Brief Case/Office Bag	1800.00	Once in Three Years

Ex-gratia paid for 2017-18 @	34500.00	Lumpsum
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@ Will vary according to the profit position of the Bank

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The Federal Bank Ltd

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The Federal Bank Ltd

HR – TAD (Postings) <postings@federalbank.co.in>
To: "rajeshrpai001@gmail.com" <rajeshrpai001@gmail.com>

Sat, Nov 17, 2018 at 2:27 PM

HR TALENT ACQUISITION & DEPLOYMENT



HR TAD/B/PR-37572/PC/A-181/2018-19

17th November 2018

-

Hearty Welcome!

Dear Rajesh R Pai,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at postings@federalbank.co.in.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,

John P J

Vice President (HR)

To

Shri.Rajesh R Pai

18/682-A

Vrindavanam

ESI Road

Palluruthy

Kochi

Kerala-682006

The Federal Bank Ltd, HR Talent Acquisition & Deployment, Federal Towers, P O Box No.103, Aluva, Kerala, India 683 101

E-mail: postings@federalbank.co.in; Phone: 0484-2634123

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Offer of appointment to Shri. Rajesh R Pai as Clerk

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You have been selected for appointment in the Bank as Clerk on the basis of your performance in the selection process.

Orientation programme/ Date of joining

Please report at Federal Knowledge & Development Centre (FKDC), Federal Heights, Bye Pass Junction, Aluva - 683 101, Kerala on 07th January 2019 before 09.00 a.m., for two weeks orientation programme from 07.01.2019 to 19.01.2019. The appointment will be effective from the date of commencement of the orientation programme. The programme is residential and Boarding/Lodging facilities will be provided by the Bank. On completion of the orientation programme on 19.01.2019 at 05.00 p.m, you will have to report for duty on 22.01.2019 at the Branch/Office to which you are posted. Accommodation will be provided at Federal Knowledge & Development Centre from 06.01.2019 onwards. The offer of appointment is valid only up to 07.01.2019.

Place of Posting

Your initial place of posting will be intimated to you during the period of Orientation Programme.

Remuneration

You will be on a pay scale of ` 11765 - 655/3 - 13730 - 815/3 - 16175 - 980/4 - 20095 - 1145/7 - 28110 - 2120/1 - 30230 - 1310/1 - 31540 as applicable to Clerical Staff of the Bank. The total emoluments eligible to be received by a Clerical Staff at Aluva initially would be as follows.

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Transport Allowance	`	425.00
HRA	`	1,176.75
Total	`	24,242.06

* Includes 2 Graduation Increments of ` 655/- each.

Graduation Increments will be released from the date of acquiring graduation/date of joining the Bank whichever is later, on submission of final Degree / Provisional Certificate.

HRA would change depending upon the place of posting.

During the period of probation/on confirmation in service, you will also be eligible for the facility of reimbursement of hospitalization expenses, medical aid, closing allowance, reimbursement of cost of brief case/ office bag (on confirmation), reimbursement of cost of one newspaper (on confirmation), Leave Fare Concession, Privilege Leave, Sick Leave, Casual Leave, etc., subject to the rules in force and as amended, altered or added from time to time. On confirmation and on completion of stipulated period of service, you would also be eligible for various Staff Loans prevailing in the Bank, including Housing Loan, Vehicle Loan, Computer Loan, Overdraft, Demand Loan, Interest free Festival Advance, etc., subject to the rules in force and as amended, altered or added from time to time. (Details of monthly emoluments /allowances are annexed)

Pre-induction e-learning programme & Periodic Assessment Tests (PATs)

As part of continuous learning approach, Bank will be conducting a pre-induction e-learning programme which helps you understand basic banking functions and terminologies. Completing this e-learning programme is a pre-requisite for joining the Induction programme, details of which will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC). Participation in Periodic Assessment Test conducted by the Bank from time to time during the period of probation is mandatory.

Probation/ Confirmation

Your appointment will be on probation for a period of six months. The period of probation will be counted for calculating the period of permanent service and for the purpose of granting increments. The period of probation is liable to be extended, if you have not satisfactorily completed the initial period of probation. During the period of

probation, if your work, health, conduct or efficiency is found not satisfactory, your service is liable to be terminated at any time giving you one month notice or by paying one month's pay and allowances in lieu of notice. During the period of probation, you are not expected to involve directly or indirectly in the activities of any trade union of the Bank or of any other Bank or of other organization.

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- c. Statement about your medical history and a certificate of fitness for employment in the Bank, from a Doctor not below the rank of Civil Surgeon/ Chief Medical Officer of a Government Hospital, in the format attached. Medical certificate from Private Hospitals will not be accepted. You are required to produce all the medical reports, lab reports, ECG etc. along with medical fitness certificate.
- d. Satisfactory discharge certificate and experience certificate from the previous employer/s, if any.
- e. A certificate about your character/conduct issued recently (within six months) by the Principal of the College/Institute last attended by you. Alternatively, two character certificates recently issued by Gazetted Officers/ respected persons.
- f. Original and self-attested copy of a valid documentary evidence proving your place of domicile issued by competent authority.
- g. A declaration of fidelity & secrecy, a declaration of place of domicile and a statement of assets and liabilities with income proof, as per the enclosed formats.
- h. One copy of your latest passport size photograph.
- i. One copy of this Order duly signed by you for having accepted the terms and conditions specified herein.
- j. Original and **three sets** self-attested copies of PAN Card, Voter's ID, Aadhar Card, Passport and Driving License along with Background Check application (format attached).

It shall be distinctly understood that this offer of appointment is subject to your medical fitness for employment in the Bank, satisfactory background check and submission of the certificates/documents as stipulated above, to the

satisfaction of the Bank. At any stage, if you are found not satisfying the eligibility norms, your candidature is liable to be cancelled without notice. Also be understood that any misrepresentation/hiding of facts in the application/personal data/any other documents/certificates is sufficient cause for termination of your service, without notice and compensation. The medical reports/fitness certificate submitted by you will be re-examined/scrutinized by Bank's Doctor and your appointment in the Bank will be subject to your medical fitness for employment in the Bank as assessed by the Bank's Doctor. You are required to undergo physical medical examination by Bank's Doctor, in case the Doctor insists for a detailed medical examination, after analyzing the medical reports submitted by you.

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You will be covered under "Defined Contributory" Pension Scheme in line with the New Pension Scheme introduced to Central Government employees.

You shall contribute to the Welfare Scheme (Diya) to support the family of deceased employees of the Bank, from the date of joining the Bank and contributions to the Scheme at applicable rate will be made from your salary, as per rules prevailing in the Bank at present and as duly amended, altered or added from time to time.

On confirmation in Bank's service, you will be required to enroll yourself as a member of the Group Term Assurance Plan. The eligibility for enrollment in the Scheme will be subject to the terms, conditions, exceptions etc; as applicable under Group Term Assurance Plan at that time and as amended, altered or added from time to time.

Resignation/ Termination

If you are desirous of resigning from the service during the period of probation, you should give fourteen days' notice in writing to the Bank or you would be liable to pay to the Bank fourteen days' pay and allowances in lieu of

notice. In addition to this, you should pay a compensation amount of ` 30,000/- to the Bank.

If you are desirous of resigning from the service after confirmation in the service of the Bank, you should give one month's notice in writing to the Bank or you would be liable to pay to the Bank one month's pay and allowances in lieu of notice. If such resignation is within a period of 2 years of joining the Bank, you should pay a compensation amount of ` 30,000/- to the Bank, in addition to the notice pay/ notice period.

You are also required to pay the compensation of ` 30,000/- and applicable notice pay as stated above to the Bank, if you ceased to be in the service of the Bank consequent to termination of service within 2 years of date of joining the Bank. You are required to execute an agreement in stamp paper (which will be made available by the Bank) at the time of joining for the orientation programme agreeing to the above terms and conditions of the appointment in respect of compensation/notice pay etc.

The compensation amount of ` 30,000/- mentioned above is the fair value of the minimum loss that will be incurred by the Bank if an employee quits the Bank before the stipulated minimum period of service.

General

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You are liable to be transferred during the period of probation and also thereafter, as found expedient by the Bank at any time to any of the existing Branches/Offices in India or abroad or Subsidiaries or to the new Branches/Offices/ Subsidiaries of the Bank to be opened in future.

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You will be eligible for actual travelling expenses (subject to a maximum of 02nd AC Train Fare) from your place of domicile to FKDC and also from FKDC to the place of posting.

John P J

Vice President (HR)

I, Rajesh R Pai, accept and confirm the above terms and conditions.

Place:

Date:

(Signature of the Candidate)

-

-

Annexure**Monthly Emoluments**

Particulars	Amount (`)
Basic Pay	13075.00
Special Allowance BP	1013.31
Dearness Allowance	8,552.00
HRA	1176.75
Transport Allowance	425.00
Canteen expenses	1250.00
Newspaper (1+ ` 170) #	370.00
Travelling Allowance	1350.00
Total	27212.06

After confirmation

Other Allowances

Allowances	Amount (`)	Remarks
Medical Aid	2200.00	Yearly
Closing Allowance	1200.00	Yearly
Digital Promotion	1200.00	Yearly
Cost of Brief Case/Office Bag	1800.00	Once in Three Years
Ex-gratia paid for 2017-18 @	34500.00	Lumpsum

@ Will vary according to the profit position of the Bank

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The Federal Bank Ltd

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The Federal Bank Ltd

2 attachments



Personal Data.pdf

394K



BGC.pdf

211K

Rajesh R Pai <rajeshrpai001@gmail.com>
To: "HR – TAD (Postings)" <postings@federalbank.co.in>

Sat, Nov 17, 2018 at 3:48 PM

Sir.

I received the offer letter and I want to let you know that I ACCEPT THE OFFER.

Thank you.

[Quoted text hidden]

[Quoted text hidden]

Allowances	Amount (`)	Remarks
Medical Aid	2200.00	Yearly
Closing Allowance	1200.00	Yearly
Digital Promotion	1200.00	Yearly
Cost of Brief Case/Office Bag	1800.00	Once in Three Years
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Ex-gratia paid for 2017-18 @

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10.04.17

Chennai

Dear Mr. SEBIN JOY,

Greetings from Omnex Quality Academy

It is great pleasure to inform you that on the basis of combined score obtained in Aptitude test and Personal Interview conducted on 30th March 17, you are selected for attending R2Re certification program followed by shop floor training and placement opportunities.

The OQA training program curriculum is purely based on the requirement of automotive industry. The total duration of certification program is 80 business days, includes theory classes and shop floor training with reputed automotive companies. OQA is committed to give guaranteed interviews to all successful participants. Your placement has been regularized based on your successful completion of the Training followed by assessments conducted by OQA and passing the final interview conducted by industry.

Please send the duly filled application form along with copies of academic credentials and DD for Rs 4000/- towards registration fee for confirming your participation. The DD should be taken in favour of OMNEX QUALITY ACADEMY INDIA PVT LTD, payable at Chennai. The course fee for the whole program is Rs.36, 000/- and registration fee is included in the course fee. **Last date for submission of application form is 30th April 2017.** We have only limited seats for the program and any application submitted after the above date will be considered only based on the seats availability.

The course will be started as soon as your last semester examinations are through.

We welcome you to be a part of the booming automotive industry.

With regards

Javid Ahamed. K
Business Development Manager
Mob -097910 15616
www.omnexacademy.com



10.04.17

Chennai

Dear Mr. YASHIN JAMES,

Greetings from Omnex Quality Academy

It is great pleasure to inform you that on the basis of combined score obtained in Aptitude test and Personal Interview conducted on 30th March 17, you are selected for attending R2Re certification program followed by shop floor training and placement opportunities.

The OQA training program curriculum is purely based on the requirement of automotive industry. The total duration of certification program is 80 business days, includes theory classes and shop floor training with reputed automotive companies. OQA is committed to give guaranteed interviews to all successful participants. Your placement has been regularized based on your successful completion of the Training followed by assessments conducted by OQA and passing the final interview conducted by industry.

Please send the duly filled application form along with copies of academic credentials and DD for Rs 4000/- towards registration fee for confirming your participation. The DD should be taken in favour of OMNEX QUALITY ACADEMY INDIA PVT LTD, payable at Chennai. The course fee for the whole program is Rs.36, 000/- and registration fee is included in the course fee. **Last date for submission of application form is 30th April 2017.** We have only limited seats for the program and any application submitted after the above date will be considered only based on the seats availability.

The course will be started as soon as your last semester examinations are through.

We welcome you to be a part of the booming automotive industry.

With regards

Javid Ahamed. K
Business Development Manager
Mob -097910 15616
www.omnexacademy.com



10.04.17

Chennai

Dear Mr. GOKUL PRADEEP,

Greetings from Omnex Quality Academy

It is great pleasure to inform you that on the basis of combined score obtained in Aptitude test and Personal Interview conducted on 30th March 17, you are selected for attending R2Re certification program followed by shop floor training and placement opportunities.

The OQA training program curriculum is purely based on the requirement of automotive industry. The total duration of certification program is 80 business days, includes theory classes and shop floor training with reputed automotive companies. OQA is committed to give guaranteed interviews to all successful participants. Your placement has been regularized based on your successful completion of the Training followed by assessments conducted by OQA and passing the final interview conducted by industry.

Please send the duly filled application form along with copies of academic credentials and DD for Rs 4000 /- towards registration fee for confirming your participation. The DD should be taken in favour of OMNEX QUALITY ACADEMY INDIA PVT LTD, payable at Chennai. The course fee for the whole program is Rs.36, 000/- and registration fee is included in the course fee. **Last date for submission of application form is 30th April 2017.** We have only limited seats for the program and any application submitted after the above date will be considered only based on the seats availability.

The course will be started as soon as your last semester examinations are through.

We welcome you to be a part of the booming automotive industry.

With regards

Javid Ahamed, K
Business Development Manager
Mob -097910 15616
www.omnexacademy.com



10.04.17

Chennai

Dear Mr. FAZEEL AZAM.P.K.V,

Greetings from Omnex Quality Academy

It is great pleasure to inform you that on the basis of combined score obtained in Aptitude test and Personal Interview conducted on 30th March 17, you are selected for attending R2Re certification program followed by shop floor training and placement opportunities.

The OQA training program curriculum is purely based on the requirement of automotive industry. The total duration of certification program is 80 business days, includes theory classes and shop floor training with reputed automotive companies. OQA is committed to give guaranteed interviews to all successful participants. Your placement has been regularized based on your successful completion of the Training followed by assessments conducted by OQA and passing the final interview conducted by industry.

Please send the duly filled application form along with copies of academic credentials and DD for Rs 4000 /- towards registration fee for confirming your participation. The DD should be taken in favour of OMNEX QUALITY ACADEMY INDIA PVT LTD, payable at Chennai. The course fee for the whole program is Rs.36, 000/- and registration fee is included in the course fee. **Last date for submission of application form is 30th April 2017.** We have only limited seats for the program and any application submitted after the above date will be considered only based on the seats availability.

The course will be started as soon as your last semester examinations are through.

We welcome you to be a part of the booming automotive industry.

With regards

Javid Ahamed. K
Business Development Manager
Mob -097910 15616
www.omnexacademy.com



10.04.17

Chennai

Dear Mr. ARUN THOMAS,

Greetings from Omnex Quality Academy

It is great pleasure to inform you that on the basis of combined score obtained in Aptitude test and Personal Interview conducted on 30th March 17, you are selected for attending R2Re certification program followed by shop floor training and placement opportunities.

The OQA training program curriculum is purely based on the requirement of automotive industry. The total duration of certification program is 80 business days, includes theory classes and shop floor training with reputed automotive companies. OQA is committed to give guaranteed interviews to all successful participants. Your placement has been regularized based on your successful completion of the Training followed by assessments conducted by OQA and passing the final interview conducted by industry.

Please send the duly filled application form along with copies of academic credentials and DD for Rs 4000/- towards registration fee for confirming your participation. The DD should be taken in favour of OMNEX QUALITY ACADEMY INDIA PVT LTD, payable at Chennai. The course fee for the whole program is Rs.36,000/- and registration fee is included in the course fee. **Last date for submission of application form is 30th April 2017.** We have only limited seats for the program and any application submitted after the above date will be considered only based on the seats availability.

The course will be started as soon as your last semester examinations are through.

We welcome you to be a part of the booming automotive industry.

With regards

Javid Ahamed. K
Business Development Manager
Mob -097910 15616
www.omnexacademy.com



10.04.17

Chennai

Dear Mr. VISHNU.A.R,

Greetings from Omnex Quality Academy

It is great pleasure to inform you that on the basis of combined score obtained in Aptitude test and Personal Interview conducted on 30th March 17, you are selected for attending R2Re certification program followed by shop floor training and placement opportunities.

The OQA training program curriculum is purely based on the requirement of automotive industry. The total duration of certification program is 80 business days, includes theory classes and shop floor training with reputed automotive companies. OQA is committed to give guaranteed interviews to all successful participants. Your placement has been regularized based on your successful completion of the Training followed by assessments conducted by OQA and passing the final interview conducted by industry.

Please send the duly filled application form along with copies of academic credentials and DD for Rs 4000/- towards registration fee for confirming your participation. The DD should be taken in favour of OMNEX QUALITY ACADEMY INDIA PVT LTD, payable at Chennai. The course fee for the whole program is Rs.36, 000/- and registration fee is included in the course fee. **Last date for submission of application form is 30th April 2017.** We have only limited seats for the program and any application submitted after the above date will be considered only based on the seats availability.

The course will be started as soon as your last semester examinations are through.

We welcome you to be a part of the booming automotive industry.

With regards

Javid Ahamed. K
Business Development Manager
Mob -097910 15616
www.omnexacademy.com



KSB MIL/HR/60/2018
June 19, 2018

Mr. Akshai Gopal
Ellyakkattil House,
Santhi Nagar,
Irinjalakuda - 680 125

Dear Mr Akshai,

Letter of Appointment

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as "Executive" in the Executive grade of the Company in 'Technical Sales Support' department of our Organization with effect from 19.06.2018, on the following terms & conditions -

1. SALARY: You will be entitled to receive the following -

Basic Salary	Rs	9,000.00 p.m
House Rent Allowance (30% of Basic salary)	Rs	2,700.00 p.m
Additional HRA	Rs.	2,850.00 p.m.
Supplementary Allowance	Rs	6,200.00 p.m
Leave Travel Assistance	Rs	1,750.00 p.m

Besides the above, you will also be eligible to receive Annual Bonus and Medical Insurance benefits as per rules of the company.

The salary and perquisites offered to you will be treated as confidential and you will not disclose them to anyone.

2. You will be on probation for a period of six months from the date of your appointment. Your performance will be closely watched during the first three months of the said period and should it be found satisfactory or otherwise, you shall accordingly be intimated. It may further please be noted that if your performance is found unsatisfactory during the probation period, the same may be extended at the company's discretion, if found necessary. During the period of probation, you will be liable to be terminated without any notice and without assigning any reasons thereof.



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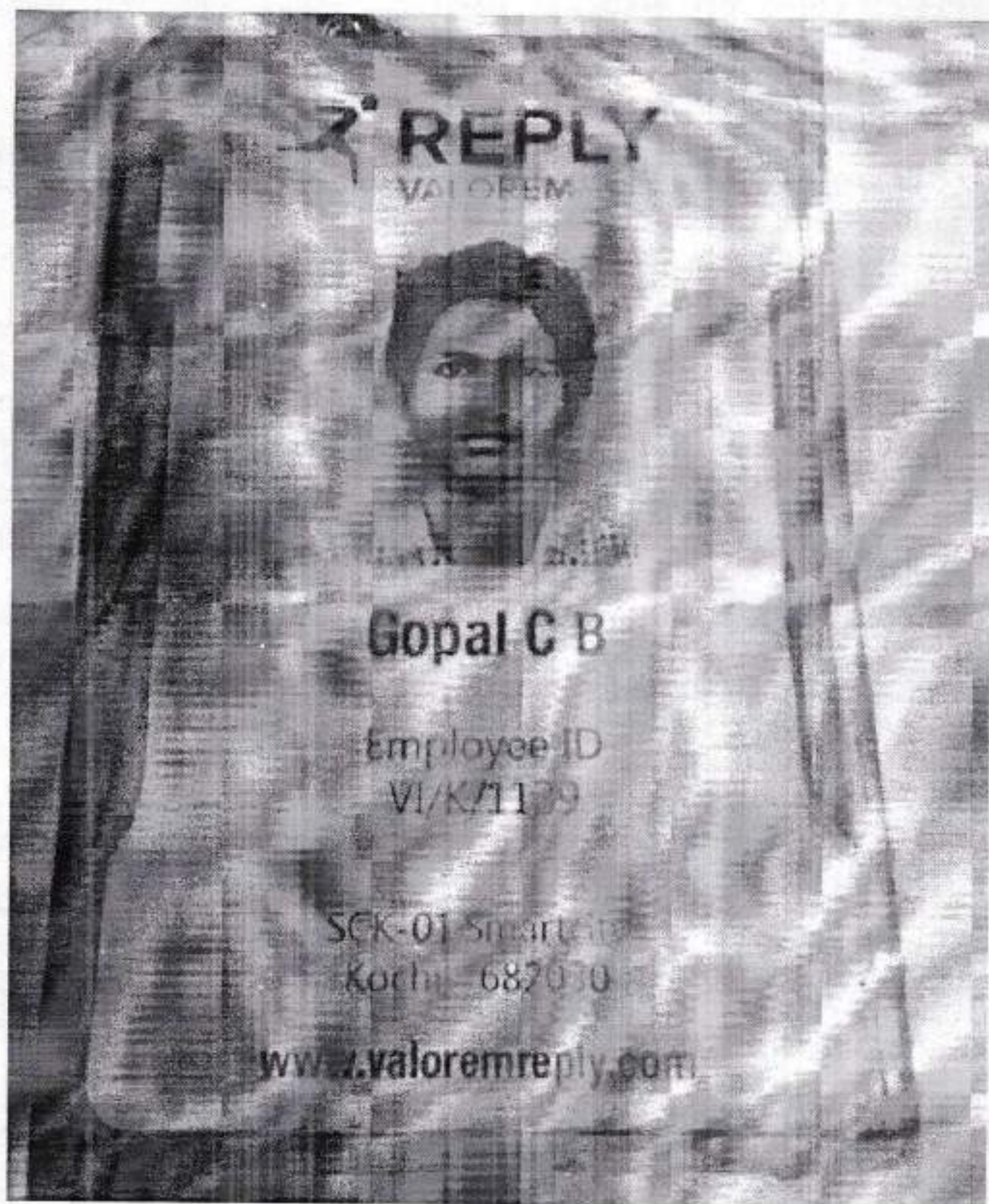
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Roll No- 41

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V-GUARD

25.01.2019

MIR. ARUN THOMAS,
POZHOLIPARAMBIL
URAKAM, PULLUR (PART),
THIRISSUR,
KERALA - 680 683

Dear Mr. Arun,

With reference to the interview you had with us, we are pleased to engage you as an apprentice in the designated trade of B. Tech in Mechanical Engineering on the following terms and conditions:

1. This apprenticeship is arranged under the Apprentices (Amendment) Act, 1973 and your training will be governed by the provisions of the said act as amended from time to time.
2. The period of apprenticeship will be for one year from 25.01.2019 and during this period you will be paid a consolidated Stipend of Rs. 4984/- (Rupees Four Thousand Nine Hundred and Eighty Four Only) and Special Allowance of Rs 3716/- per month.
3. You are required to execute a Contract as stipulated in the Apprentices Act, in quadruplicate, while reporting for training.
4. You have to produce documentary evidence to prove your date of birth, educational qualification etc., (Certified true copies of such documents) and 4 passport size photographs at the time of joining.
5. You will work at any place or places directed by the management or its supervisors from time to time.
6. You will have no claim whatsoever for employment in our company after the completion of the Apprenticeship.
7. Please sign and return the enclosed copy confirming your acceptance.

Yours faithfully,

For V-GUARD INDUSTRIES LTD.

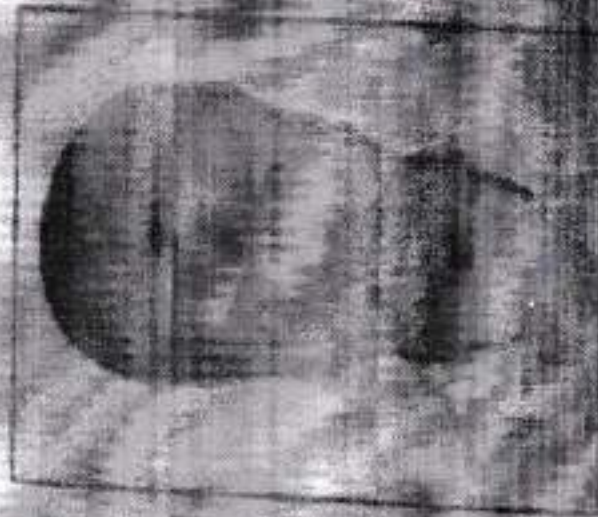
Vice President & Head - HR

V-GUARD INDUSTRIES LTD.
Regd. office 42/952,
Near a High School Road,
Vellur, Kollam - 686 026
PIN - 686 026
TEL: 0474 232030 KL1936PL010010

P: +91 484 300 3000, 200 3100
F: +91 484 300 3100
E: mail@vguard.in
W: www.vguard.in

(P) B-13

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SST GROUP

SST Heating Pvt. Ltd.

Name :

Raja Jeyan

Designation :

Executive (Sales)

Emp. No :

0001

Blood Group : A+

Pho. No :

7507730319

Off T.J. Road, Hill Bdg. Opp. Sunder Tower, Semmipatti, Erode.

T: 91 42 24134070 / F: 91-27-2413 2856 1187



भारतीय स्टेट बैंक
State Bank of India



नाम

निधि पी एल

Name

NIDHIN P L

पदनाम

प्रमाणीकृत अधिकारी

Designation

Probationary Officer - 2018

धारा

Holder

जारीकर्ता अधिकारी
Issuing Authority

प्र. १ का विवरण

निधि पी एल

ENFIELDSALES, SERVICE
& SPARESOffer Letter**ST. MARY'S MOTORS**

ERNAKULAM

Date 15/03/2018 2365963

Ref No :STMARYSHR/19-20/12

To,
JOJU JOSEPH
VITHAYATHIL HOUSE
MANNAMTHURUTH
VARAPUZHA PO PIN-683517
Mobno:8606042828

Dear JOJU JOSEPH,

Subsequent to our discussion, we are pleased to offer you a position of WARRANTY INCHARGE in St.Marys Motors Ernakulam. As discussed,the offer we have made to you would be Ninety Six Thousand Rupees per annum.

Also, please note, you are eligible for Performance Incentive plan which will be shared on the basis retail invoices.

Following are the terms of employment:

1. Being a brand ambassador of St.Marys Motors , you are expected to exhibit, reflect and own the process and procedures of the organisation that are non-negotiable. This is a full-time position. While you are employed at our organisation, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with our organisation. By signing this offer letter, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for our organisation.
2. Your initial place of posting will be at our St.Marys Motors Ernakulam & will report to (Mr.EDWIN ANTONY Service Manager). During the course of your employment, you shall continue to comply with and be governed under various policies of the organization.
3. You will be on probation for a period of six(6) months from your date of joining the organization and on successful completion of this period you will be confirmed. During your probation period, your employment will be subject to termination notice of thirty (30) days from either of the parties.

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- to have been committed unless you receive a letter in writing extending your probation.
5. Post the successful completion of the probation period, your employment will be subject to a termination notice of thirty (30) days from either of the parties.

The letter of employment shall be handed over to you shortly on or after the date of your joining (21/05/2018).

Please duly sign and return the duplicate of this letter in acceptance of the above-stated offer of employment or through mail.

I take this opportunity to extend to you a warm welcome to St.Marys Motors Ernakulam & look forward to a long happy & fruitful association.

For St.Marys Motors,



FAHAD V N (H.R Manager)



ANNEXURE 1

Compensation Breakup:

COMPONENTS	Per Month(Rs)	Annual (Rs)
BASIC SALARY	4800	57600
HRA	3200	38400
SPECIAL ALLOWANCE	-	-
CONVEYANCE ALLOWANCE	-	-
A: GROSS SALARY	8000	96000

Incentives based on Performance,

55
not uploaded

New

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5:21:44 PM

Dear HARIKRISHNAN S,

Congratulations.

With warm Greetings from RRB,
Thiruvananthapuram.

It is to inform that you have been provisionally empaneled for the post of Technician Gr III Signal (Cat No 134) in Southern Railway based on your performance in 1st stage CBT and 2nd stage CBT, successful verification of your relied upon documents and your medical fitness in the appropriate medical category. The Personnel Department of Southern Railway will be addressing you with the offer of appointment in due course. You may note that RRB selects candidates purely as per merit and hence you are advised not to fall into the trap of any touts or job racketeers in connection with your appointment.

With Best Wishes,
Railway Recruitment Board
Thiruvananthapuram

R-1.P



SFO TECHNOLOGIES

A NeST Group Company

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Abhijith K.

EMP ID: 8322

Blood Group: O+ve

Authorised Signatory

Plot No. 37, CSEZ

Kakkanad - 682 037

Phone: 0484-6614000, 661430

B-13



RUBFILA
International Limited

RIL/HKD/APP/2019
03rd June 2019

Mr. Rinu. K
Nellikunnam House,
Kinassery,
Kannadi,
Palakkad.

Dear Mr. Rinu,

Sub: Appointment as Trainee Purchase Associate

With reference to your application and subsequent interview, we are glad to offer you the position of **Trainee Purchase Associate** in our Organisation with effect from 03.06.2019.

A. Salary

Your salary details is as follows:

Basic	:	5252.00
V.D.A	:	4155.00
House Rent Allowance	:	2000.00
Conveyance Allowance	:	1000.00
Personal Allowance	:	593.00
Total Gross	:	13000.00

The initial pay offered to you is based on the evaluation of your qualification, experience etc. and any claim for higher pay or higher grade will not be entertained. Any tax liability on the above remuneration will be your responsibility.

During the first three years of employment, you shall be entitled for one increment each only every year subject to the assessment for good performance and no other revision shall be applicable.

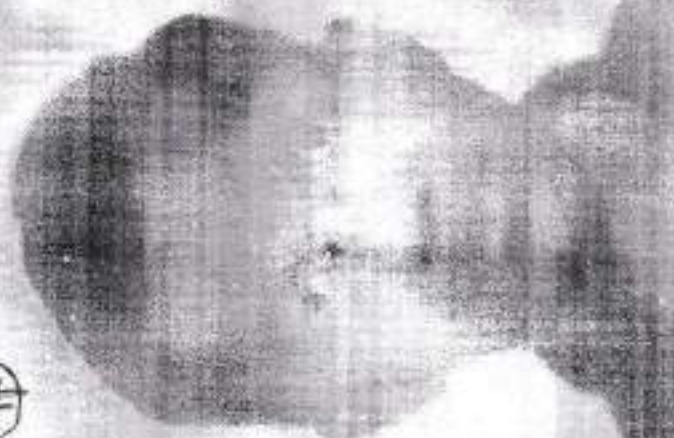
B. Office

You will be on training for a period of one year from 03.06.2019. Company reserves the right to extend the training based on performance appraisal and evaluation. On successful completion of the training period you may be absorbed as Purchase Associate, subject to availability of vacancy and your performance during the training period.

10051

Vinesh K K

ED/08 1/1/1981





Quinconx Technologies Pvt.Ltd
Incubated at Startup Village
Puducherry - 605001
Kerala, India

+91-9539281296
info@quinconx.com

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr Jidu AU was employed with Quinconx Technologies Pvt. Ltd from 07 June 2017 to 25 June 2019 as **Administrative Services Manager**.

During his employment with us we have found him to be sincere and hardworking with high integrity.

We wish him every success in life.

A handwritten signature in black ink, appearing to read "Srijidh Madhavan".

Srijidh Madhavan
Managing Director

12



JOSHWIN JOSHY
EXECUTIVE

DEPARTMENT : CALL CENTER

EMPLOYEE ID : 5126

BLOOD GROUP : B + VE


Issuing Authority

NIPPON TOYOTA

NIPPON MOTOR CORPORATION PVT LTD.

XIX/9C, NIPPON TOWERS,

NH 47, HMT JUNCTION, KALAMASSERY P O,

COCHIN - 683104, PH : 0484 - 2860000

Trainer Acceptance Certificate

I, P M RAJAN bearer of Surveyor's Licence no: IRDA/IND/SLA-24405 certify that Mr. / Ms. Albin
Pauly

is enrolled for training as a trainee surveyor in the following department/s:

(1) MOTOR

I have verified the information pertaining to educational qualifications and certify that they are true and correct. I am a Member of the Institute and hold a valid surveyor license issued by the Insurance Regulatory And Development Authority for the departments I am imparting practical training.

I undertake to impart practical training to the best of my knowledge and ability and agree to supervise his/ her performance on a weekly basis, based on records to be maintained by the trainee and keep the Insurance Regulatory And Development Authority informed about the progress by way of submission of quarterly reports online in FORM-IRDA-15 and manner prescribed.

Present Address:	PAMBUMKATTIL HOUSE, PATTIKAD P.O., TRISSUR, THRISSUR, KERALA 680652	Permanent Address:	PAMBUMKATTIL HOUSE, PATTIKAD P.O., TRISSUR, THRISSUR, KERALA, 680652
------------------	---	--------------------	--

Contact Details:

Email ID	pmrajansr@gmail.com	Fax	+91-487-2339454
Alternate E-mail ID	pmrajansr@hotmail.com	Mobile	+91-9447039454
Phone Office		Phone Res	+91-944-7039454



द्रव प्रोपल्शन प्रणाली केन्द्र, वलियमला तिरुवनंतपुरम
LIQUID PROPULSION SYSTEMS CENTRE
Valiamala, Thiruvananthapuram



TA01722

गोकुल प्रदीप
GOKUL PRADEEP

स्नातक शिक्ष
GRADUATE APPRENTICE

Valid upto: 28/12/2018

Periath
Issuing Authority

18-13

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Kochi Refinery

Migrant No.

MSBP Work Site

Pass No. 206698

SUPERVISOR SITE

PETROFAC

छेकेदार Contractor.....

कार्य स्थान Work Spot.....

नाम Name.....

पिता का नाम Name of Father.....

आयु Age.....

लिंग Sex.....

पता Address.....

तारीख Valid up to.....

काम का समय

Time of work :

0800

to

1700 Hrs

Issuing Authority

BPCL- Kochi Refinery

छेकेदार के हस्ताक्षर
Signature of Contractor

IFB

IFB INDUSTRIES LIMITED



Name : A. Chai. KM

Emp No. : 10007536

Blood Group : O+

Employee Signature

Issuing Authority Signature

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HCL



JESTIN ANTU JAMES

51713048

BLOOD GROUP : O +VE

B-13



CHERUKARA MOTORS PVT. LTD.



VARGHESE KALPAKAVADI

Department : Sales

Blood Group : B+ve

2/282A, NH-66
Thumpoly P.o.,
Alappuzha-688008
Ph : 0477 2241041, 2241042

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CBC FORD



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KH HR HRD 03 GAPP CERT

19.12.2018

CERTIFICATE OF APPRENTICESHIP TRAINING

This is to certify that **Mr. THOMAS PAULY**, Apprentice No. 60003645 has undergone apprenticeship training under the Apprentices Act, 1961 as Graduate Apprentice of Bharat Petroleum Corporation Ltd., Kochi Refinery.

The details of his training are as follows:

1	Designated Discipline	Mechanical Engineering
2	Departments	1) Advisory Services - Inspection 2) Maintenance
3	Period of Training	20.12.2017 to 19.12.2018
4	Quality of Work	Good
5	Attendance	Good
6	Character & Conduct	Very Good
7	Stipend	₹ 25,000/- per month.


सी श्रीधरन C. SREEDHARAN
सीनियर प्रबंधक (एच आर डी)
Senior Manager (HRD)
भारत पेट्रोलेयम कॉर्पोरेशन लिमिटेड
Bharat Petroleum Corporation Ltd
कोची रिफ़िनरी Kochi Refinery
अम्बलमगुल Ambalamugal - 682 302
एरनाकुलम जिला Ernakulam Dist., केरल Kerala

ಬಿ ಇ ಎಂ ಎಲ್
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ಭಾರತ ಸರ್ಕಾರದ ಉದ್ಯಮ
भारत सरकार उपक्रम A Govt. of India Undertaking
ರಕ್ಷಣಾ ಮಂತ್ರಾಲಯ
रक्षा मंत्रालय Ministry of Defence



70031
JAYARAM B

Date of Birth : 13.08.1995

[Handwritten signature]

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ಹಸ್ತಾಕ್ಷರ Signature

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Name **Nayankrishna U**
Emp. Code **703895**
Department **Automation Engineering**

APOLLO TYRES LTD.
B-25, Sipcot Indl Growth Centre
Oragadam, Sriperumbudur - 602105
Tamil Nadu, India

T: +91 44 37182060
T: +91 44 37182009
apollo tyres.com

Issuing Authority

IDENTITY CARD

Name : Eldhose Kappinchalil Puthenpurayil Saju

Designation : ENGINE CADET

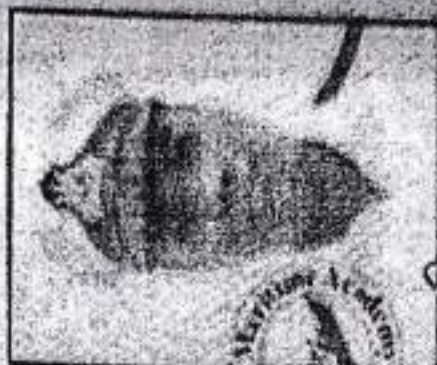
Batch : GME 28

DIV: 1

Roll No. : AEMA/GME/2019/1470

Date Of Birth : 15/01/1995

Blood Group : A+Ve



S. Narang

Capt. S. Narang
Principal

ANGLO-EASTERN MARITIME ACADEMY



(11) (P)

AJR FERTILIZERS & CHEMICALS

B-13

31/07/19

TO WHOM IT MAY CONCERN

This is to Certify that Mr. Gladson Devassy worked as Plant Engineer in our organization from January 2018 to July 2019, His Passport number is R4911261.

During this period, he has performed his duties in a diligent and satisfactory manner. We have found him to be self starter who is motivated, duty bound, and a highly committed team player with strong conceptual knowledge.

We wish him all the best in his future endeavors.

For AJR Fertilizers and Chemicals

UMAMAHESWARA RAO RAPARTHI
DIRECTOR



B-13

**AIR
PRODUCTS**



SYNGAS PROJECT

K



Gopi Krishnan

PL-297

Supervisor

43

P

16



AARON G SANTHOSH

Engineer-Design
Blood Group-AB+

Authorized signature

ADVANCED BUILDING SOLUTIONS PVT. LTD.

Pioneer towers, Door No: 506, 5th Floor
Marine Drive, Cochin, Pin - 682 031
Ph: 0484-4041444

**TRAVEL CARD**

OPTIMA NO : 653791

NAME : FAZEL AZAM PUTHIYA KAMMA VEETIL

COMPANY : AL MANSOORI PRODUCTION SERVICES

Das

☐ ADNOC OFFSHORE☒ OFFSHORE☐ ADNOC LNG☐ ZIRKU☐ AIRPORT☐ ARZANAH☐ HARBOUR☐ SARB

Expiry Date: 01/05/2022

ادنوك البحرية
ADNOC Offshore



Mercedes-Benz

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Mahavir Motors - Adishwar
Auto Diagnostics Pvt. Ltd.
Dealer for Mercedes-Benz
Passenger Vehicles

AW/MB/BP/18-19/AW0954

Date:-31.12.2018

EXPERIENCE CERTIFICATE

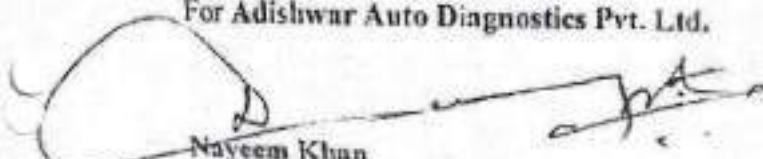
This is to certify that Mr. Sam Xavier has worked in our Organization from 11th June 2018 to 31st December 2018. He was designated as "CMT" at the time of relieving.

He has resigned from the services on his own accord and is been relieved from the services with confirmation of no dues.

During his tenure with us, we found him sincere and hardworking. His Performance throughout the service was Satisfactory.

We wish him all success in his future endeavors.

For Adishwar Auto Diagnostics Pvt. Ltd.


Nayeem Khan
Lead - HR

B-13

Mahavir Motors - Adishwar
Auto Diagnostics Pvt. Ltd.
UG Tower, Plot No. 47 & 48,
Madhapur, Hyderabad 500 081
Phone: +91 40 43403104

INFOSYS OFFERED STUDENTS LIST-2017 BATCH

SL NO	NAME	BRANCH	COMPANY	CONTACT NO.	EMAIL ID
1	AADIL MOHAMMED	S7 CS	INFOSYS LIMITED	9995839332	aadil25995@gmail.com
2	ANAGHA S.	S7 CS	INFOSYS LIMITED	9400826612	anaghasreyas@gmail.com
3	CINDRELLA JOSEPH	S7 CS	INFOSYS LIMITED	9747553422	cindrellajoseph4536@gmail.com
4	LAKSHMI P.	S7 CS	INFOSYS LIMITED	9745600862	lakshmi.sasidharan95@gmail.com
5	LIYA CLAIRE JOY	S7 CS	INFOSYS LIMITED	9388796900	liyacaire01@gmail.com
6	NEENU BABY	S7 CS	INFOSYS LIMITED	8281254429	neenubaby123@gmail.com
7	SREELAKSHMI K. M.	S7 CS	INFOSYS LIMITED	9656980168	sreelakshmimadhavan@gmail.com
8	SRIRAM S. KAMATH	S7 CS	INFOSYS LIMITED	8891915432	sriramskamath@gmail.com
9	ABHIJITH K. A.	S7 EC	INFOSYS LIMITED	9895599349	ashokabhijith170@gmail.com
10	ANJITHA B.	S7 EC	INFOSYS LIMITED	9744896474	anjithasreedevi@gmail.com
11	ATHULYA BALAN	S7 EC	INFOSYS LIMITED	9495233715	a4athulya@gmail.com
12	CHIPPY MATHEW	S7 EC	INFOSYS LIMITED	9526909101	chippymathew4@gmail.com
13	JEWEL JACOB	S7 EC	INFOSYS LIMITED	7736847936	jeweljacob387@gmail.com
14	MANEESHA V. J.	S7 EC	INFOSYS LIMITED	8129840907	maneesh0207@gmail.com
15	N. AKSHAY KUMAR	S7 EC	INFOSYS LIMITED	9447163175	nakshay2360753@gmail.com
16	RADHIKA RADHAKRISHNAN	S7 EC	INFOSYS LIMITED	9633985296	radhupillai@gmail.com
17	SANJEEV KRISHNA S.	S7 EC	INFOSYS LIMITED	9048160564	sanjeevsanju.krishna@gmail.com
18	SHWETA P. S.	S7 EC	INFOSYS LIMITED	8086225193	swetha.paduthole@gmail.com
19	VISHAK N.	S7 EC	INFOSYS LIMITED	8547561495	95.vishakn@gmail.com
20	ABHIJITH K. K.	S7 EE	INFOSYS LIMITED	8907753400	kkabhijithcv@gmail.com
21	ASWATHY NAIR	S7 EE	INFOSYS LIMITED	8281975077	aswathynair16p@gmail.com
22	FARSANA IQBAL	S7 EE	INFOSYS LIMITED	9846437247	farsanaiqbal16@gmail.com
23	SALMAN BABU P. M.	S7 EE	INFOSYS LIMITED	7736597977	salmanbabupm6@gmail.com
24	SARATH MOHAN	S7 EE	INFOSYS LIMITED	9645312540	sarathmohan.kk@gmail.com
25	V. VISHAK	S7 EE	INFOSYS LIMITED	9446058180	vishakvijayan05@gmail.com
26	VISHNU S. MENON	S7 EE	INFOSYS LIMITED	9567574359	vishnusreechitira08@gmail.com
27	AKHIL R. KRISHNA	S7 ME	INFOSYS LIMITED	7561810093	akhilkrishnajuly4@gmail.com
28	ATHUL MOHAN	S7 ME	INFOSYS LIMITED	8281980194	2702194@gmail.com
29	G AMARNATH SANKAR	S7 ME	INFOSYS LIMITED	9496095723	amarnathsankar723@gmail.com
30	GLADSON DEVASSY	S7 ME	INFOSYS LIMITED	9567676657	gladsondevassy@gmail.com
31	JAYARAM B.	S7 ME	INFOSYS LIMITED	8547307615	jayaram95@gmail.com
32	JESTIN ANTU JAMES	S7 ME	INFOSYS LIMITED	9495703857	jestinaj2015@gmail.com
33	NIRMAL T. R.	S7 ME	INFOSYS LIMITED	9496007293	tbrampadmam@gmail.com
34	PULIYAM KUNNATH ARUN	S7 ME	INFOSYS LIMITED	9539998039	arunpk5700@gmail.com
35	REJO JOYSON ABRAHAM	S7 ME	INFOSYS LIMITED	9745522924	rejoyson18@gmail.com
36	ROSHIN P. VARUGHESE	S7 ME	INFOSYS LIMITED	9562362739	roshin.pvarugese@gmail.com
37	S. RAVISHANKAR NAYAR	S7 ME	INFOSYS LIMITED	9567860308	ravishankar577@gmail.com
38	SRINATH S. KAMATH	S7 ME	INFOSYS LIMITED	9895725054	srinath.letter@gmail.com
39	VIGNESH K. K.	S7 ME	INFOSYS LIMITED	9446779124	vignesh.kk49@gmail.com
40	VISHNU K.	S7 ME	INFOSYS LIMITED	9895900131	vishnukuruppathk@gmail.com
41	VIVEK VENUGOPAL	S7 ME	INFOSYS LIMITED	9539664773	vivekvenugopal04@gmail.com
42	ANANTHAKRISHNAN S.	S7 AU	INFOSYS LIMITED	8289907036	ananthans000@gmail.com
43	SACHIN J. K.	S7 AU	INFOSYS LIMITED	9497754446	sachu10rocks@gmail.com
44	A. DHANANJAY	S7 CE	INFOSYS LIMITED	8547797797	leofury26@gmail.com
45	ABHIJITH S.	S7 CE	INFOSYS LIMITED	9495144369	abhiw@gmail.com
46	ANTONY JOH MOOTHEDAN	S7 CE	INFOSYS LIMITED	9446591270	antonyjohm@gmail.com
47	ANUSHREE B. S.	S7 CE	INFOSYS LIMITED	8547316180	anushreebs.0104@gmail.com
48	DEVIKA N.	S7 CE	INFOSYS LIMITED	9495094300	devikaaiswarya@gmail.com
49	JIBY ALIAS	S7 CE	INFOSYS LIMITED	8891271403	jibyalias10@gmail.com
50	LAKSHMI P.	S7 CE	INFOSYS LIMITED	8592851717	lakshmidwaraka@gmail.com
51	NELVIN JOSE	S7 CE	INFOSYS LIMITED	9656119177	nelvinjose0@gmail.com
52	PEZHERI AMRITA	S7 CE	INFOSYS LIMITED	9746082303	pezheriamrita@gmail.com
53	RIYA ROBI	S7 CE	INFOSYS LIMITED	9961615974	rhearobi95@gmail.com
54	SHILPA GEO	S7 CE	INFOSYS LIMITED	9446354808	shilpageov@gmail.com
55	TINU SUSAN SCARIA	S7 CE	INFOSYS LIMITED	9446812304	tinussusan@gmail.com

It was indeed a pleasure being in your institution for Campus Hiring. I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews. Hearty Congratulations to the below Candidates,

Sl. No	Qualification	First Name	Last Name	Email	PHONE	Alternative Number	DOB	Fathers name
1	CSE	Elizabeth	Thomas	elizabeththomas24@gmail.com	9497565282	9847045282	28-May-94	P G Thomas
2	Civil	Unta	Mary Philip	untamaryphilip25@gmail.com	9446019089	9745853830	1-Dec-95	Philip Varghese
3	ECE	Sreedevi	M	sreedevim66@yahoo.com	9995494390	7736377508	28-Jan-96	T Nandakumar
4	ECE	Nicozar	Abdul Jaleel	nicoz456@gmail.com	9539163610	9846825798	8-May-95	P Abdul Rahman Abdul Jaleel
5	CSE	Arasa	T V Philip	arasa3807@gmail.com	8113988338	4792426764	1-Mar-94	T V Philip
6	CSE	Athira	Unnikrishnan	athira1173@gmail.com	8156853882	8156853884	9-Dec-94	M K Unnikrishnan Nair
7	CSE	Tharypta	Nasreen	tharypta.nasreen@gmail.com	8138989988	9746850105	4-Jul-95	Shyad P M
8	EEE	Ayral	Shahid V M	ayralshahid26@gmail.com	8547203682	9447001243	6-Jun-95	V Z Mohammed Shahid
9	EEE	Anand	V	anandv49@gmail.com	8129513071	9847058514	4-Sep-95	Ayyappan C
10	EEE	Bharath	Raj	rajibharath@gmail.com	8562818190	8562818190	3-Jun-95	Krishna Raj
11	EEE	Akhil	Ashraf	akhilashraf@gmail.com	8086772405	9946908638	4-Jul-95	Ashraf V
12	ECE	Nithin	Thomas	nithin.nediyattil@gmail.com	9400551130	9446665945	22-Mar-95	Thomas P J
13	ECE	Nikhil	Pishareddy	nikhishareddy@gmail.com	8281082753	8349433322	30-Oct-95	V P Madhu
14	Auto	Firoz	Khan	firozhan4d56@gmail.com	8746841873	9895968975	30-May-96	Hussain P
15	Mech	Mohamed	Saleem	mohameds71@hotmail.com	9496882412	9896783702	8-Feb-98	Saleem A C
16	Mech	Mohammed	Hashir	hashirakegal1@gmail.com	8943507090	9846850545	31-Jan-96	Rahim
17	CSE	Shabeera	T M	shabeera6795@gmail.com	8943764656	8746115724	8-Jul-95	Nazeer Imdad M V
18	CSE	Rizwana	K M	rizwanakmshahmed@gmail.com	9446070042	7736305817	3-Nov-95	Mohammed K A
19	CSE	Lakshmi	Subhash	lakshmi.sathyapal@gmail.com	9447325496	9846911258	30-Sep-95	D Subhash
20	CSE	Lakshmi	V	lakshminankar2@gmail.com	9400108548	9495788676	23-Oct-95	T V Venkateshraman
21	ECE	Mohamed	Aathil	aathil.mohammed@yahoo.com	9447757878	9400261533	1-Sep-95	A S Nazar
22	Mech	Ashish	Thomas	ashishack1301@gmail.com	9633123885	9447874641	13-Jul-96	Anil Thomas
23	Mech	Arun	Syam	arunsm10@gmail.com	8567678314	9447672825	20-Sep-94	Syam Kumar K P
24	Mech	Muhsin	K	muhsin048@gmail.com	9847843048	7907756363	24-Oct-93	Sainudheen K
25	EEE	Elizabeth	Varghese	elizabethvarghese02@yahoo.com	8281389559	9496461548	8-Mar-95	Varghese T Paul
26	EEE	Gopika	G	gopikagovind07@gmail.com	9633728196	9637507996	20-Sep-95	Govindhan K Nair
27	CSE	Alex	Michael	alexmichael3010@gmail.com	9497654235	9447627822	30-Oct-95	Michael M O
28	ECE	Kasim	Sabah	mkasim.1993@gmail.com	7736397350	9746155459	18-Oct-93	Mohammed Salhuthin
29	Mech	Sangeeth	Mohan	musaz1995@gmail.com	9447153829	9447581379	27-Aug-95	V S Mohanan
30	Mech	Paul	M David	paulmdavid25@gmail.com	9497008903	8249876966	4-Jul-94	David Paul M
31	CSE	Vinu	Philip	vinuphilip24@gmail.com	9446081529	9447418242	24-Sep-95	Philip G George
32	Civil	Poornima	Purushan	poornima.cl@gmail.com	9905829102	9495328505	10-Aug-94	V N Purushan
33	CSE	Nived	Chandran	nivedan@gmail.com	9400627087	9447137087	7-Apr-98	Ramechandran
34	CSE	Nadeem	A S	nadeemas2@gmail.com	9895086885	8089137981	28-Sep-95	Sajad A P M

35	CSE	Sankalp	Deshkar	sankalodeskar123@gmail.com	8656005035	9446489463	2-Jul-95	Kiran Deshkar
36	Mech	Nidhin	P L	nidhinm44@gmail.com	9495618900	9447101070	13-Jun-94	Pavithran
37	Auto	Vishnu	Prasad	vishu25@vishapo.com	8281781820	4962600560	11-Oct-95	Vijayan
38	Civil	Sheljo	C J	sheljo@gmail.com	9496637819	9744060590	1-Sep-95	Joseph C R
39	Auto	Ramkumar	K	harsan2183@gmail.com	8111953790	9497316717	26-Jul-96	Balachandran K
40	Auto	Suhail	Shanavas	suhailsanavas55@gmail.com	9948634125	9037803090	29-Jun-95	Shanavas P K
41	Auto	Amal	K Santhosh	amalsanthoshacoul@gmail.com	9745241769	9544496209	16-Jul-95	Santhosh S
42	Mech	Akshai	Gopal	akshaiopai35@gmail.com	7356679900	8086275447	28-Nov-95	Gopalakrishnan
43	Auto	R Anuj	Nar	anujnar@gmail.com	9846926296	7736969892	10-Nov-95	Rajendrakumar
44	Mech	Zuhairsha	Shamsu	zshaf19@gmail.com	9745775033	0487-2555644	4-May-95	Shamsu
45	Mech	Mashooq	Ahamed	mashooq48@gmail.com	9567675643	9447081081	3-Mar-95	Abdul Kader

The Provisional offer letters for these Candidates would reach your Institution within the next few days.

Regards,

SUTHERLAND
ACCORD SERVICES

Stephen
HR- Campus Initiatives,
Chennai.



044-42297534

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Ref : Applicant No. : SCMS

Date : 12/11/17

Dear Sangeeta Babu

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.


You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services


Authorized Signatory

Candidate Acceptance

Ref : Applicant No. : SCMS

Date : 1/2/17

Dear AWAMED JASIM

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services


Authorized Signatory

Candidate Acceptance

Ref: Applicant No : SCMS

Date : 12/1/17

Dear Akhil T D

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland Global Services


Authorized Signatory

Candidate Acceptance

Ref : Applicant No. : SCMS

Date : 12/17

Dear ALBY ANJONY

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland Global Services


Authorized Signatory

Candidate Acceptance

Ref: Applicant No.: SCMS

Date: 12/17

Dear *Midhun Xavier*

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
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Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services


Authorized Signatory

 Candidate Acceptance

Ref: Applicant No.: SCMS

Date: 12/1/17

Dear NIKHIL JOSHI

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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- 10th & 12th and UG/PG education certificates
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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services


Authorized Signatory

Candidate Acceptance

Ref : Applicant No. : SCMS

Date : 12/17

Dear RADHIKA R

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services


Authorized Signatory

 Candidate Acceptance



Autobahn Trucking

Autobahn Trucking Corporation Pvt. Ltd.
(BharatBenz Authorized Dealer)
VIII/421 B, NH47, Near IQC Pump, Kollay, Near Athani Junction
Nedumboseerry P.O., Ernakulam - 683585, Kerala.
Phone: +91 484 2379000
Email: info@autobahntrucking.com

Date: 01 April 2017
Ref: ATCHQ/HR/LOI/0417/01

Mr. Amal Santhosh K.
Krishnasahas House
Govindapuram
Kaduthuruthy P. O.
Kottayam 686604
Phone Number: 9745291769

Subject: Letter of Intent for employment at Autobahn Trucking Corporation as BE Trainee.

Dear Mr. Amal Santhosh K.,

Further to the interview and discussions you have had with the management of Autobahn, it is our pleasure to give you the position of **BE Trainee** as per the terms and conditions we discussed with you. You are expected to join for duty on **Monday, 06 June 2017**.


Your starting monthly remuneration will be a consolidated pay of **Rs. 10,000/- (Rupees Ten thousand)** per month. You will also be eligible for additional monthly incentives based upon your performance against the targets assigned by your manager.

The incentives will be derived based on the targets, key performance indicators (KPIs) and key result areas (KRAs) etc.

A detailed offer letter with all the details pertaining to your job description, salary etc. will be issued upon joining.

Your offer has been made based on information furnished by you. However, if any discrepancy is found in the details that have been furnished by yourself, we retain the right to review our offer of employment.

Yours Sincerely,
For Autobahn Trucking Corporation Pvt. Ltd.


Sarath Muzil S
Manager HR

Notes:

- Please sign and return duplicate copy of this letter in token of your acceptance.
- In case of any clarifications required, please contact the HR department immediately.

I accept the above job offer and the terms and conditions mentioned above. I also acknowledge that all information provided to the company both written and verbal during the course of my selection is true.

Place :
Date :
Name in full :
Signature :

**Autobahn Trucking**

Autobahn Trucking Corporation Pvt. Ltd.
(BharatBenz Authorised Dealer)
Vill/424 B, NH-47, Near I.C. Pump, Kottayam, Near Ananth Junction,
Nedumbassery P.O., Ernakulam - 683560, Kerala.
Phone: +91 484 7379000
Email: info@autobahntrucking.com

Date: 01 April 2017
Ref: ATCHQ/HR/LOU/0417/02

Mr. Anandhavishnu P. M.
Pallathupara House
Vandanmedu P. O.
Vandanmedu
Idukki 685551
Phone Number: 8136926562

Subject: Letter of Intent for employment at Autobahn Trucking Corporation as BE Trainee.

Dear Mr. Anandhavishnu P. M.,

Further to the interview and discussions you have had with the management of Autobahn, it is our pleasure to give you the position of **BE Trainee** as per the terms and conditions we discussed with you. You are expected to join for duty on **Monday, 06 June 2017.**

Your starting monthly remuneration will be a consolidated pay of **Rs. 10,000/- (Rupees Ten thousand)** per month. You will also be eligible for additional monthly incentives based upon your performance against the targets assigned by your manager.

The incentives will be derived based on the targets, key performance indicators (KPIs) and key result areas (KRAs) etc.

A detailed offer letter with all the details pertaining to your job description, salary etc. will be issued upon joining.

Your offer has been made based on information furnished by you. However if any discrepancy is found in the details that have been furnished by yourself, we retain the right to review our offer of employment.

Yours Sincerely,
For Autobahn Trucking Corporation Pvt. Ltd.


Sarath Murzil
Manager HR

Notes:

- Please sign and return duplicate copy of this letter in token of your acceptance.
- In case of any clarifications required, please contact the HR department immediately.

I accept the above job offer and the terms and conditions mentioned above. I also acknowledge that all information provided to the company both written and verbal during the course of my selection is true.

Place
Date
Name in full
Signature



sset last name <sset@scmsgroup.org>

RECRUITMENT - AUTOMOBILE ENGINEERS - AL MEERATH MOTORS - DUBAI, UAE

Nevin George <nevingeorge3@gmail.com>
To: SSET <sset@scmsgroup.org>

Sat, Apr 29, 2017 at 10:37 AM

Dear Sir,

Thank you for the support & hospitality that you and your institution extended to us on our visit. I have attached the evaluation form to this mail below. Also, we have short-listed a few candidates that we have selected for our company.

- Ramkumar K
- R Anuj Nair
- Telbin Thomas
- Ronyson V.

We look forward to hearing from you on the above candidates and the further formalities required to initiate the visa process.

Best Regards,

- Nevin
[Quoted text hidden]

SCMS-SSET EVALUATION FORM.pdf
489K



sset last name <sset@scmsgroup.org>

RECRUITMENT - AUTOMOBILE ENGINEERS - AL MEERATH MOTORS - DUBAI, UAE

AMC Administration <admin@almeerathparts.com>

Mon, Apr 10, 2017 at 12:18 PM

To: SSET <sset@scmsgroup.org>

Cc: "Sahadevan R." <Sahadevan@scmsgroup.org>

Dear Sir,

Thank you for the list. We would like to meet with the candidates on 25th/26th of April 2017. We would like a one on one interview with each candidates.

To further shortlist the candidates, we would like to let you know our Salary package and benefits.

- The Salary we will be offering is AED 2000/pm .
- Food and accommodation will be the responsibility of the employee and NOT the company.
- Visa will be provided by the company.
- There will be targets for them to achieve and based on the performance they will be given incentives.
- Necessary training will be provided to the candidates.

Please consider the above points and let us know. Your early reply is highly appreciated.

Best Regards,

- Nevin

[Quoted text hidden]

[Quoted text hidden]

General Manager | Al Meerath Spare Parts L.L.C

[Quoted text hidden]

AL MEERATH MOTORS LLC.

Tel: 04-3331865, Fax: 04-3331866, P.O.Box: 56570, Dubai. Email: admin@almeerathparts.com

Date: 08/05/2017

Dear Mr. Ramkumar K.

Congratulations! We are pleased to confirm that you have been selected to work for Al Meerath Motors, LLC. We are delighted to make you the following job offer.

The position we are offering is that of Sales Executive at a salary/wage of AED 1500/- per month. This position reports to respective Area Manager. Your working days will be Saturday through Thursday's starting from 8 a.m. The contract will be limited for 2 years.

If for any reasons, the contract has been terminated, either by the company or you, before the period mentioned in the labor contract, you will be liable to pay AED 5000/- as training expenses to the company.

Benefits include:

Vacation – 1 month per annum. First annual leave will be after 2 years.

Employee Benefits Include:

- Accommodation Allowance – AED 500/-.

Please sign the enclosed copy of this letter and return it to Mr. Nevin Thomas, by 11/05/2017 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our firm and look forward to working with you.

Sincerely,



Nevin George

General Manager

Al Meerath Motors LLC

I have read and understood the above terms and conditions and accept the offer as outlined above.

(Name) _____ (Date) _____

AL MEERATH MOTORS LLC.

Tel: 04-3331865, Fax: 04-3331866, P.O.Box: 56570, Dubai. Email: admin@almeerathparts.com

Date: 08/05/2017

Dear Mr. Anuj Nair.

Congratulations! We are pleased to confirm that you have been selected to work for Al Meerath Motors, LLC. We are delighted to make you the following job offer.

The position we are offering is that of Sales Executive at a salary/wage of AED 1500/- per month. This position reports to respective Area Manager. Your working days will be Saturday through Thursday's starting from 8 a.m. The contract will be limited for 2 years.

If for any reasons, the contract has been terminated, either by the company or you, before the period mentioned in the labor contract, you will be liable to pay AED 5000/- as training expenses to the company.

Benefits include:

Vacation – 1 month per annum. First annual leave will be after 2 years.

Employee Benefits Include:

- Accommodation Allowance – AED 500/-.

Please sign the enclosed copy of this letter and return it to Mr. Nevin Thomas, by 11/05/2017 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our firm and look forward to working with you.

Sincerely,



Nevin George

General Manager

Al Meerath Motors, LLC

I have read and understood the above terms and conditions and accept the offer as outlined above.

(Name)_____ (Date)_____



NEEM Trainee Reg.No: 40792

Date: 16-04-2018

NEEM TRAINEE CONTRACT LETTER

To,

Mr Ronyson V

Thudiyan House, Azhakam, Emmanuel, Orphanage, Mookkannur, Ernakulam,
Kerala 683577

Azhakam, Orphanage

Dear Mr Ronyson,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in " Bosch Limited, Kerala " , subject to the following terms and conditions:

1. The maximum period of on the job training shall be for **24 Months** from **16-04-2018** till **15-04-2020** .
2. You will be paid consolidated monthly stipend of **Rs. 18000/-**
3. It shall not be obligatory on the part of Yashaswi as a NEEM agent to offer any employment to the NEEM Trainees on successful completion of period of training in the establishment nor shall it be obligatory on part of NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing training in an establishment you shall be a trainee and not worker as such the provision of any law with respect to a labourer or worker shall not apply to or in relation to you.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct, discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM training.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as a NEEM agent as cost of training such amount as may be determined by the Yashaswi as a NEEM agent. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

YASHASWI ACADEMY FOR SKILLS

YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE - 411 004, MAHARASHTRA, INDIA.

T : +91 20 6749 2727 | E : INFORMATION@YASHASWI.EDU.IN | W : WWW.YASHASWISKILLS.EDU.IN

CIN : U80903PN2014NPL151080



8. The contract of Training can be terminated without compensation payment to the NEEM Trainee:
 - i. If you secure gainful employment (on production of copy of the appointment letter) and
 - ii. If you are unable to continue training on medical grounds (On production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/surgeon attached to any government hospital)
9. Continuance of payment of stipend shall depend on your satisfactory performance during training period.
10. NEEM Trainee shall be imparted training according to normal hours of work of department in the establishment to which he/she is attached for training.
11. The stipend for a particular month shall be paid before the 10th of the following month.
12. Any disagreement or dispute between Yashaswi as a NEEM agent and NEEM Trainee arising out of the contract shall be referred to the governing body of NEEM agent.
13. Either party can terminate the contract by notifying in writing to the other party by giving a notice of thirty days in advance.

For Yashaswi Academy for Skills

Authorized Signatory

Date: 16-04-2018



ENDORSEMENT

I hereby confirm acceptance of the above NEEM contract letter on the terms and condition stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as a NEEM agent or any guarantee of employment.

Accepted & Agreed

(Signature of Trainee)

Date: 16-04-2018



Offer: Computer Consultancy

Ref: TCSL/DT20217634133/Trivandrum

Date: 30/03/2021

Ms. Radhika R
VishakomVishakom,
Mgp School,
Ernakulam-682305,
Kerala.
Tel# -

Dear Radhika R,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore / TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/DT20217634133

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Program.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board /University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment,



business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.



19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the **nextstep portal** as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card



20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job



rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Radhika R
Designation	Assistant System Engineer-Trainee
Institute Name	Model Engineering College, Cochin.

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue- Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

INFOSYS OFFERED STUDENTS LIST-2017 BATCH

SL NO	NAME	BRANCH	COMPANY	CONTACT NO.	EMAIL ID
1	AADIL MOHAMMED	S7 CS	INFOSYS LIMITED	9995839332	aadil25995@gmail.com
2	ANAGHA S.	S7 CS	INFOSYS LIMITED	9400826612	anaghasreyas@gmail.com
3	CINDRELLA JOSEPH	S7 CS	INFOSYS LIMITED	9747553422	cindrellajoseph4536@gmail.com
4	LAKSHMI P.	S7 CS	INFOSYS LIMITED	9745600862	lakshmi.sasidharan95@gmail.com
5	LIYA CLAIRE JOY	S7 CS	INFOSYS LIMITED	9388796900	liyaclaire01@gmail.com
6	NEENU BABY	S7 CS	INFOSYS LIMITED	8281254429	neenubaby123@gmail.com
7	SREELAKSHMI K. M.	S7 CS	INFOSYS LIMITED	9656980168	sreelakshmimadhavan@gmail.com
8	SRIRAM S. KAMATH	S7 CS	INFOSYS LIMITED	8891915432	sriramskamath@gmail.com
9	ABHIJITH K. A.	S7 EC	INFOSYS LIMITED	9895599349	ashokabhijith170@gmail.com
10	ANJITHA B.	S7 EC	INFOSYS LIMITED	9744896474	anjithasreedevi@gmail.com
11	ATHULYA BALAN	S7 EC	INFOSYS LIMITED	9495233715	a4athulya@gmail.com
12	CHIPPY MATHEW	S7 EC	INFOSYS LIMITED	9526909101	chippymathew4@gmail.com
13	JEWEL JACOB	S7 EC	INFOSYS LIMITED	7736847936	jeweljacob387@gmail.com
14	MANEESHA V. J.	S7 EC	INFOSYS LIMITED	8129840907	maneesh0207@gmail.com
15	N. AKSHAY KUMAR	S7 EC	INFOSYS LIMITED	9447163175	nakshay2360753@gmail.com
16	RADHIKA RADHAKRISHNAN	S7 EC	INFOSYS LIMITED	9633985296	radhupillai@gmail.com
17	SANJEEV KRISHNA S.	S7 EC	INFOSYS LIMITED	9048160564	sanjeevsanju.krishna@gmail.com
18	SHWETA P. S.	S7 EC	INFOSYS LIMITED	8086225193	swetha.paduthole@gmail.com
19	VISHAK N.	S7 EC	INFOSYS LIMITED	8547561495	95.vishakn@gmail.com
20	ABHIJITH K. K.	S7 EE	INFOSYS LIMITED	8907753400	kkabhijithcv@gmail.com
21	ASWATHY NAIR	S7 EE	INFOSYS LIMITED	8281975077	aswathynair16p@gmail.com
22	FARSANA IQBAL	S7 EE	INFOSYS LIMITED	9846437247	farsanaiqbal16@gmail.com
23	SALMAN BABU P. M.	S7 EE	INFOSYS LIMITED	7736597977	salmanbabupm6@gmail.com
24	SARATH MOHAN	S7 EE	INFOSYS LIMITED	9645312540	sarathmohan.kk@gmail.com
25	V. VISHAK	S7 EE	INFOSYS LIMITED	9446058180	vishakvijayan05@gmail.com
26	VISHNU S. MENON	S7 EE	INFOSYS LIMITED	9567574359	vishnusreechitira08@gmail.com
27	AKHIL R. KRISHNA	S7 ME	INFOSYS LIMITED	7561810093	akhilrkrishnajuly4@gmail.com
28	ATHUL MOHAN	S7 ME	INFOSYS LIMITED	8281980194	2702194@gmail.com
29	G AMARNATH SANKAR	S7 ME	INFOSYS LIMITED	9496095723	amarnathsankar723@gmail.com
30	GLADSON DEVASSY	S7 ME	INFOSYS LIMITED	9567676657	gladsondevassy@gmail.com
31	JAYARAM B.	S7 ME	INFOSYS LIMITED	8547307615	jayaram95@gmail.com
32	JESTIN ANTU JAMES	S7 ME	INFOSYS LIMITED	9495703857	jestinaj2015@gmail.com
33	NIRMAL T. R.	S7 ME	INFOSYS LIMITED	9496007293	tbrampadmam@gmail.com
34	PULIYAM KUNNATH ARUN	S7 ME	INFOSYS LIMITED	9539998039	arunpk5700@gmail.com
35	REJO JOYSON ABRAHAM	S7 ME	INFOSYS LIMITED	9745522924	rejoyson18@gmail.com
36	ROSHIN P. VARUGHESE	S7 ME	INFOSYS LIMITED	9562362739	roshin.pvarugese@gmail.com
37	S. RAVISHANKAR NAYAR	S7 ME	INFOSYS LIMITED	9567860308	ravishankar577@gmail.com
38	SRINATH S. KAMATH	S7 ME	INFOSYS LIMITED	9895725054	srinath.letter@gmail.com
39	VIGNESH K. K.	S7 ME	INFOSYS LIMITED	9446779124	vignesh.kk49@gmail.com
40	VISHNU K.	S7 ME	INFOSYS LIMITED	9895900131	vishnukuruppathk@gmail.com
41	VIVEK VENUGOPAL	S7 ME	INFOSYS LIMITED	9539664773	vivekvenugopal04@gmail.com
42	ANANTHAKRISHNAN S.	S7 AU	INFOSYS LIMITED	8289907036	ananthans000@gmail.com
43	SACHIN J. K.	S7 AU	INFOSYS LIMITED	9497754446	sachu10rocks@gmail.com
44	A. DHANANJAY	S7 CE	INFOSYS LIMITED	8547797797	leofury26@gmail.com
45	ABHIJITH S.	S7 CE	INFOSYS LIMITED	9495144369	abhiw@gmail.com
46	ANTONY JOH MOOTHEDAN	S7 CE	INFOSYS LIMITED	9446591270	antonyjohm@gmail.com
47	ANUSHREE B. S.	S7 CE	INFOSYS LIMITED	8547316180	anushreebs.0104@gmail.com
48	DEVIKA N.	S7 CE	INFOSYS LIMITED	9495094300	devikaaiswarya@gmail.com
49	JIBY ALIAS	S7 CE	INFOSYS LIMITED	8891271403	jibyalias10@gmail.com
50	LAKSHMI P.	S7 CE	INFOSYS LIMITED	8592851717	lakshmidwaraka@gmail.com
51	NELVIN JOSE	S7 CE	INFOSYS LIMITED	9656119177	nelvinjose0@gmail.com
52	PEZHERI AMRITA	S7 CE	INFOSYS LIMITED	9746082303	pezheriamrita@gmail.com
53	RIYA ROBI	S7 CE	INFOSYS LIMITED	9961615974	rhearobi95@gmail.com
54	SHILPA GEO	S7 CE	INFOSYS LIMITED	9446354808	shilpageov@gmail.com
55	TINU SUSAN SCARIA	S7 CE	INFOSYS LIMITED	9446812304	tinussusan@gmail.com



HRD/3T/17-18/11521259

Ms. Shilpa Geo
Candidate ID: 11521259
Vettukattil House
Thottumukkom P.O
Calicut - 673639
Kerala
India
Ph: (91) 94463 54808

November 16, 2017

Dear Shilpa,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L65110KA1981PLC0133115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2017.11.16 12:19:49 +05:30
Reason: Offer Letter
Location: Bangalore



Infosys

HRD/3T/17-18/11521264

October 16, 2017

Ms. Tinu Susan Scaria
Candidate ID: 11521264
Pattavanakalayil House
Ponkunnan P.O
Kottayam, Kerala
IN - 686506
Ph: (91) 9446812304

Dear Tinu,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

Signature Not Verified

Digitally signed by RICHARD
LOBO
Date: 2017.10.16 16:15:24 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013113

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T: 91 80 2852 0261
F: 91 80 2852 0362

askus@infosys.com
www.infosys.com



HRD/3T/17-18/11521225

Ms. Lakshmi P
Candidate ID: 11521225
Vasudha
South Ponneth Road, Kadavanthara
Ernakulam - 682020
Kerala
India
Ph: (91) 85928 51717

November 16, 2017

Dear Lakshmi,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
GM 1 65110KAT90PFLC010115
48, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T: 91 80 2052 0201
F: 91 80 2652 0302
askus@infosys.com
11/16/2017 12:19:48 PM

Digitally signed by RICHARD LOBO
Date: 2017.11.16 12:19:48 +05:30
Reason: Offer Letter
Location: Bangalore

HRDET/17-181152/219

January 19, 2017

M/s. Devika N
 Candidate ID: 11521219
 Anwarul House
 Kulkarni P.O.
 Malappuram - 676525
 Kerala
 India
 Ph: +91 9495079400
 Email: Devika,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to commit ourselves to you and intend to make you an offer for the position of **Systems Engineer in Job Level 3** with the company. The location of your initial reporting and training will be at Mysore, Karnataka (India). The date of your joining would be mentioned in your Letter of Appointment.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks, sheets and other relevant documents, if any, on the day you join the Company. Further, you should have been declared as pass in the relevant examination(s). Please note that the determination of the adequacy of authentication of all or any of the proofs and any continuing discrepancy in relation to the same will be the sole prerogative of the Company and its decision is final.

Should you meet the conditions of employment, your **Total Gross Salary** (including all bonuses) per annum will be **INR 325008** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at hrdet@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Warm Regards,

RICHARD LOBO
SENIOR VICE PRESIDENT - HRD

I have read, understood and agree to the terms and conditions as set forth in this letter.

Candidate Name in capital letters: _____

Candidate Signature: _____

Date: _____ 20__

Location: _____

Digitally signed by LOBO RICHARD

Date: 2017.01.19 23:21:36 +05:30

Reason: Letter of Intent

Location: Bangalore



Infosys

HRD/3T/17-18/11521532

October 16, 2017

Ms. Anushree B S
Candidate ID: 11521532
28/1268, Kezhuppillil Madom
Kezhuppillil Lane, Kadavanthra P.O.
Cochin, Kerala
IN - 682020
Ph: (91) 8547316180

Dear Anushree,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

Signature Not Verified

Digitally signed by RICHARD
LOBO
Date: 2017.10.16 16:15:41 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T: 91 80 2852 0261
F: 91 80 2852 0362

mkus@infosys.com
www.infosys.com



Infosys

HRD/3T/17-18/11521215

November 14, 2017

Mr. Antony Joh Moothedan
Candidate ID: 11521215
Moothedan House
V. R. Puram P.O, Chalakudy
Thrissur, Kerala
IN - 680722
Ph: (91) 9446591270

Dear Antony,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

Signature Not Verified

Digitally signed by RICHARD
LOBO
Date: 2017.11.14 15:44:40 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED

CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T - 91 80 2852 0261
F - 91 80 2852 0362

askus@infosys.com
www.infosys.com



HRD/3T/17-18/11521210

Mr. Abhijith S
Candidate ID: 11521210
Mekkatu House
Kuttemperoor P.O., Mannar
Alappuzha - 689623
Kerala
India
Ph: (91) 94951 44369

December 01, 2017

Dear Abhijith,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L26110KA1981PLC013116
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T: 91 80 2852 0201
F: 91 80 2852 0302
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2017.12.01 15:09:36 +05:30
Reason: Offer Letter
Location: Bangalore

It was indeed a pleasure being in your institution for Campus Hiring. I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews. Hearty Congratulations to the below Candidates,

Sl. No	Qualification	First Name	Last Name	Email	PHONE	Alternative Number	DOB	Fathers name
1	CSE	Elizabeth	Thomas	elizabeththomas24@gmail.com	9497565282	9847045282	28-May-94	P G Thomas
2	Civil	Unta	Mary Philip	untamaryphilip25@gmail.com	9446019089	9745853830	1-Dec-95	Philip Varghese
3	ECE	Sreedevi	M	sreedevim66@yahoo.com	9995494390	7736377508	28-Jan-96	T Nandakumar
4	ECE	Nicofar	Abdul Jaleel	nico456@gmail.com	9539163610	9846825798	8-May-95	P Abdul Rahman Abdul Jaleel
5	CSE	Arsha	T V Philip	arsaship07@gmail.com	8113988338	4792426764	1-Mar-94	T V Philip
6	CSE	Athira	Unnikrishnan	athira173@gmail.com	8156853882	8156853884	9-Dec-94	M K Unnikrishnan Nair
7	CSE	Tharypta	Nasreen	tharyptanazir@gmail.com	8138989988	9746850105	4-Jul-95	Shayad P M
8	EEE	Ayral	Shahid V M	ayralshahid26@gmail.com	8547203682	9447001243	6-Jun-95	V Z Mohammed Shahid
9	EEE	Anand	V	anandv9@gmail.com	8129513071	9847058514	4-Sep-95	Ayyappan C
10	EEE	Bharath	Raj	rajibharath@gmail.com	8562818190	8562818190	3-Jun-95	Krishna Raj
11	EEE	Akhil	Ashraf	akhilashraf@gmail.com	8086772405	9946908638	4-Jul-95	Ashraf V
12	ECE	Nithin	Thomas	nithin.nediyattil@gmail.com	9400551130	9446665945	22-Mar-95	Thomas P J
13	ECE	Nikhil	Pishareddy	nikhishareddy@gmail.com	8281082753	8349433322	30-Oct-95	V P Madhu
14	Auto	Firoz	Khan	firozhan4d5@gmail.com	8746841873	9895968975	30-May-96	Hussain P
15	Mech	Mohamed	Saleem	mohameds71@hotmail.com	9496882412	9896783702	8-Feb-98	Saleem A C
16	Mech	Mohammed	Hashir	hashirakegal1@gmail.com	8943507090	9848505454	31-Jan-96	Rahim
17	CSE	Shabeera	T M	shabeera6795@gmail.com	8943764656	8746115724	8-Jul-95	Nazeer Ahmed M V
18	CSE	Rizwana	K M	rizwanakmshahmed@gmail.com	9446070042	7736305817	3-Nov-95	Mohammed K A
19	CSE	Lakshmi	Subhash	lakshmi.sathyapal@gmail.com	9447325496	9846911258	30-Sep-95	D Subhash
20	CSE	Lakshmi	V	lakshminankar2@gmail.com	9400108548	9495788676	23-Oct-95	T V Venkateshraman
21	ECE	Mohamed	Aathil	aathil.mohammed@yahoo.com	9447757878	9400261533	1-Sep-95	A S Nazar
22	Mech	Ashish	Thomas	ashishack1301@gmail.com	9633123885	9447874641	13-Jul-96	Anil Thomas
23	Mech	Arun	Syam	arunsm10@gmail.com	8567678314	9447672825	20-Sep-94	Syam Kumar K P
24	Mech	Muhsin	K	muhsin048@gmail.com	9847843048	7907756363	24-Oct-93	Sainudheen K
25	EEE	Elizabeth	Varghese	elizabethvarghese02@yahoo.com	8281389559	9496461548	8-Mar-95	Varghese T Paul
26	EEE	Gopika	G	gopikagovind07@gmail.com	9633728196	9637507996	20-Sep-95	Govindhan K Nair
27	CSE	Alex	Michael	alexmichael3010@gmail.com	9497654235	9447627822	30-Oct-95	Michael M O
28	ECE	Kasim	Sabah	mkasim.1993@gmail.com	7736397350	9746155459	18-Oct-93	Mohammed Salhuthin
29	Mech	Sangeeth	Mohan	musaz1995@gmail.com	9447153829	9447581379	27-Aug-95	V S Mohanan
30	Mech	Paul	M David	paulmdavid25@gmail.com	9497008903	8249876966	4-Jul-94	David Paul M
31	CSE	Vinu	Philip	vinuphilip24@gmail.com	9446081529	9447418242	24-Sep-95	Philip G George
32	Civil	Poornima	Purushan	poornima.cl@gmail.com	9905829102	9495328505	10-Aug-94	V N Purushan
33	CSE	Nived	Chandran	nivedan@gmail.com	9400627087	9447137087	7-Apr-98	Ramechandran
34	CSE	Nadeem	A S	nadeemas2@gmail.com	9895086885	8089137981	28-Sep-95	Sajad A P M

35	CSE	Sankalp	Deshkar	sankalodeshkar123@gmail.com	8656005035	9446489463	2-Jul-95	Kiran Deshkar
36	Mech	Nidhin	P L	nidhinm44@gmail.com	9495618900	9447101070	13-Jun-94	Pavithran
37	Auto	Vishnu	Prasad	vishu25@vishapo.com	8281781820	4962600560	11-Oct-95	Vijayan
38	Civil	Sheljo	C J	sheljo@gmail.com	9496637819	9744060590	1-Sep-95	Joseph C R
39	Auto	Ramkumar	K	harsan2183@gmail.com	8111953790	9497316717	26-Jul-96	Balachandran K
40	Auto	Suhail	Shanavas	suhailsanavas55@gmail.com	9948634125	9037803090	29-Jun-95	Shanavas P K
41	Auto	Amal	K Santhosh	amalsanthoshaceul5@gmail.com	9745241769	9544496209	16-Jul-95	Santhosh S
42	Mech	Akshai	Gopal	akshaiopai35@gmail.com	7356679900	8086275447	28-Nov-95	Gopalakrishnan
43	Auto	R Anuj	Nar	anujnar@gmail.com	9846926296	7736969892	10-Nov-95	Rajendrakumar
44	Mech	Zuhairsha	Shamsu	zshai19@gmail.com	9745775033	0487-2555644	4-May-95	Shamsu
45	Mech	Mashooq	Ahamed	mashooq48@gmail.com	9567675643	9447081081	3-Mar-95	Abdul Kader

The Provisional offer letters for these Candidates would reach your Institution within the next few days.

Regards,

SUTHERLAND
HUMAN SERVICES

Stephen
HR- Campus Initiatives,
Chennai.



044-42297534

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EXTRA
MILE

This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, in your cooperation.

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sset last name <sset@scmsgroup.org>

Fine Engineers And Architects

fijo antony eluvathingal <fjoantony@rediffmail.com>
 To: sset <sset@scmsgroup.org>

Mon, Apr 17, 2017 at 2:40 PM

Dear Placement officer,

Sr. No.	Name	Status
1	✓ Aswathy Unni	Selected
2	✓ Mariya P J	Selected
3	✓ Alan Jose	Selected
4	Anjaly Jose	Pending

This is the selected and pending list of students from your college after second phase interview. The selected students have to attend the 26 days section. We will inform the date of join after their university exams.

Sr. No.	Name	Status
1	Nivya P C	Not Attended
2	Mary Shannan	Not Attended
3	Arya Sivasankaran	Not Attended
4	Gopika K P	Not Attended
5	Aparna Viswanathan	Not Attended

Regards
 Er. Elza Joseph
 Secretary of CEO
 Fine Engineers and Architects

----- Forwarded message -----

From: fijo antony eluvathingal <fijoantony@rediffmail.com>

Date: Fri, Jun 2, 2017 at 4:39 PM

Subject: Re: call letter

To: ALAN JOSE <alanjosemeloor@gmail.com>

Dear Alan, We are happy in hearing your keen interest to work with our company. Congratulations, The joining date for you is 23 rd June, Friday, 2017. You need to report at our Kattoor office at 9.00am. Fine Engineers & Architects Munayam Road Near Lions Hall Kattoor Phone: 0480-2879955 With Regards Er. Doris Ann Peter Secretary of CEO Fine Engineers and Architects

From: ALAN JOSE <alanjosemeloor@gmail.com>

Sent: Thu, 01 Jun 2017 19:33:22

To: fijoantony@rediffmail.com

Subject: call letter

Forwarded message -----

From: "Byjus Classes" <onboarding@byjus.com>

To: "Aishwarya Roy" <aishwaryaroykvr@yahoo.com>

Cc:

Sent: Mon, 12 Jun 2017 at 2:48 pm

Subject: Your Training with Byjus Classes - Aishwarya Roy

Dear Aishwarya Roy

Welcome to Byjus. Congratulations on your decision of partnering with us in our endeavor to change the face of education. It is our pleasure to extend the following offer to you further to the interview and discussions you have had with us. You are expected to join us on June 12, 2017.

The details of your Training are as follows:

Date of Reporting: June 12, 2017.

Reporting Location: Byjus (IBC Knowledge Park), IBC knowledge Park, 2nd floor, D Block, 4/1, Bannerghatta Main Rd, Bhavani Nagar, Bangalore, KA, India

Reporting Time: 10.00AM.

Reporting Manager: Ajay Alex Abraham

Department : BUSINESS DEVELOPMENT.

Sub Department : SALES.

Training duration: 2 months.

Monthly Pay : 20000 INR Per month

The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances
- (e) Or any other applicable statutory deductions

The Income Tax Liability with regards your salary and perks will your liability, and will be governed by the tax laws of the country as applicable from time to time.

Please note that in absence of PAN, tax deduction will be 20%, so please make sure you apply and get it done at the earliest.

Please follow the link mentioned below and complete all data and documentation needed. It is important for you to complete all the data document uploads on the platform before your date of joining or before reporting to the office. The lists of documents to be uploaded in the respective sections in the portal are listed below and also please carry all the documents listed below on the reporting day for the verification by HR department.



ARJUN P S
EMPLOYEE CODE: AH952

ASSET

Responsibly Yours

Corp. Office: G-129, 28/34 A, Panampilly Nagar, Kochi
Tel: 0484 6456474. E-mail: enquiry@assethomes.in

**CENTRE FOR WATER RESOURCES DEVELOPMENT AND MANAGEMENT
KUNNAMANGALAM, KOZHIKODE - 673 571**

PROCEEDINGS

Sub: CWRDM- Appointment of Project Fellow - Admitted for duty - Orders issued.

No: CWRDM/HR2/1464/2017

Kunnamangalam, Kozhikode, Dated: 06-10-2017

Ref: -Order No. CWRDM/HR2/1464/2017 dated: 03-10-2017

ORDER

Mr. Denji Dinesh, Ambadi (H), Kottamparamba (PO) Kozhikode- 673008 is appointed in the post of Project Fellow on a fixed emolument of Rs.22,000/- per month (consolidated) in a time bound project in CWRDM, vide office order cited. He has reported for duty on 06-10-2017 FN and admitted in the Surface Water Division under the Project entitled "Regional Flood frequency analysis for Rivers in Kerala"(Code:PP-10/17). He will be governed by CWRDM Rules for Project Administration.


Registrar

To:

✓ Mr. Denji Dinesh
Project Fellow
(Through the Head, SWD)

Handwritten signature
10/10/17

Copy to:

Head, SWD
Deputy Registrar
Assistant Registrar (HR Section)
Assistant Registrar (P&A Section)
ED's Secretariat
PA to Registrar
SF, O/C

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دبي
DUBAI

جهة إصدار
Issued By
معد اسم الشخص
Person Name

187615803

201/2018/2561379

N4319899

راھول بالاکات انیل انیل کومار بالاکات
RAHUL PALAKKAT ANIL ANIL KUMAR PALAKKAT

مهندس مدني
CIVIL ENGINEER

حديقة الاحلام للتجارة

DREAMS GARDEN TRADING

2020/10/31

2018/11/01



ESSENCE CONSULTANTS, KOLH

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[password](#) [uchi n8 u25](#)

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get-promise-and-value

41-04-7912

EXPERIENCE CERTIFICATE

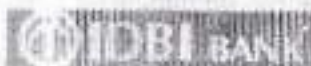
TO WHOMSOEVER IT MAY CONCERN

This is to certify that Sri. A. P. ^{Rahul Kumar} ~~Kabuli~~ ^{adva} B. Tech. 1st year
Sadanam House, Vadakumpalam, Valanchery, Malappuram District is
working as a Project Engineer from 01-06-2017 onwards. During the
period he is entrusted with preparation of estimates for buildings and road projects,
submission of buildings, preparation of structural drawings and preparation of
detailed project report for road projects.

He was found to be unclean and his quarters and clothing were disinfected.

*Aspirin is highly effective.

K.M. LATHI, M.Sc., Ph.D., V.C. 1980
Managing Director



IDBI Bank Ltd.
 Post Box
 Bangalore
 560001
 Tel: 080-22222222
 Fax: 080-22222222
 Email: info@idbi.co.in
 Website: www.idbi.co.in

20/09/2019

To,
Sri A. K. A.

Posting Order

Dear Sri A. K. A.

Welcome to IDBI Bank!

On completion of the pending formalities on August 8, 2019, you are being posted to the Executive to the Bank's Branch at Electronic City-Bangalore. So, IDBI Bank Location at the following address:

IDBI Bank Ltd.
 Electronic City-Bangalore Branch
 Electronic City-Bangalore
 Majestic Terraces, No. 62 B, Sy No. 65 & 66
 Opp Post Office, Near Wipro
 Doddabattur Village, Electronic City Phase I
 Bengaluru, Pin-560100
 Mobile No. - 9880053858

You shall report to the Branch Head Sri. Rakesh Kumar of the Branch on August 8, 2019.

Please note that you will have to make your own arrangements for travel up to the Branch to which you are posted and for your stay, boarding and lodging thereat.

On reporting, you shall confirm your reporting to Sri. Praveen Prasad (praveen.prasad@idbi.co.in / 080 - 61451104) / Mr. Manoj M. (manoj.m@idbi.co.in / 080 - 61451105) at the Bengaluru Zonal Office, by email.

With you all the best!

(J. V. S. Sharma)
 Authorizing Signatory
 Zonal HR, Bengaluru



KITCO Ltd.

(Estd. in 1972 by IDBI & Govt. of Kerala)

Femith's, P.B. No. 4407, Puthiya Road

NH Bypass, Vennala, Kochi - 682 028

Ph : 0484 4129000

SHELJO C J

Project Specific Engineer

Emp. Code : 1904

Blood Group : AB+ve

No. 5736 :AT-02:MD:2017
14th December, 2017



Regd. Office: Femith's, P.B. No: 4407
Puthiya Road, NH Bypass
Vennala, Kochi 682 028, Kerala, India
Tel : 91-484-4129088, Fax : 91-484-2805066
E-mail: mail@kitco.in, Web: www.kitco.in

CIN : U74140KL1972GD1002425

Ms.Nivya.P.C
Pazhayakatt House,
YMJRA-52A, YMJ Road,
Palarivattom, Cochin - 25.

Dear Ms.Nivya,

Offer for apprenticeship training in KITCO (Civil Engineering)

With reference to your interview, we advise that KITCO is prepared to offer you the above training on the following terms and conditions:

- Your training period will, strictly, be for a period of one year from the date of executing the contract of Apprenticeship.
- You will be given a stipend of Rs.12,000/- per month during the training period.
- Site allowance will be given in addition to the monthly stipend to those who are posted at work sites.
- Leave will be as laid down in the Apprenticeship Act.
- Your training will be governed by the terms and conditions under the Apprenticeship (Amendment) Act, 1973.
- You are not eligible for joining as Graduate Apprentice in KITCO, in case you are undergoing or have undergone apprenticeship elsewhere.

You are advised to come and report for duty not later than 28th December, 2017 at our Head Office at Cochin if the above terms and conditions are acceptable to you. If so, the duplicate copy of this letter enclosed may be returned to us duly signed by you as token of your acceptance.

Please also bring original as well as self attested copies of the certificates as proof of age and qualification.

Yours faithfully,

CYRIAC DAVIES
MANAGING DIRECTOR

The Assistant Director,
Supervisory Development Centre,
Kalamassery - 683 104.

Asst. Central Apprenticeship Adviser,
Board of Apprenticeship Training
(SR), CIT Campus, Taramani, Chennai - 600 113.

D:\G:\arch\000179\appt\kitco\appt\offer\OfferLetter P.C.doc



KITCO Ltd.

(Estd. in 1972 by IDBI & Govt. of Kerala)
Femith's, P.B. No. 4407, Puthiya Road
NH Bypass, Vennala, Kochi - 682 028
Ph : 0484 4129000

GAUTHAM HARI
Project Specific Engineer

Emp. Code : 1918

Blood Group : O+ve



Marymatha

INFRASTRUCTURE PVT LTD

CIN: U45309KL2019PTC058816
(Formerly Marymatha Construction Company)



Registered Office:

Marymatha Square, Arakuzha Road,
Muvattupuzha P.O., Ernakulam (Dist.), Kerala 686 661, India
T: +91 485 2838500 to 520,
E: info@marymathagroup.com
W: www.marymathagroup.com

Corporate Office:

Chakkolas Heights, 6th Floor,
Seaport Airport Road, Chittethukara,
CSEZ P.O., Kakkanadu - 682 037, Ernakulam
T: +91 484 2414300 to 2414320, 2980351
E: corporate@marymathagroup.com

NO: MIPL/D-1191/EIN-1013

EXPERIENCE CERTIFICATE

This is to certify that Mr. Gautham Hari, Hari Sadanam, Kumbanad P O, Thiruvalla, Pathanamthitta Dist (EIN-1013) was working as Assistant Planning Engineer in our Site "Construction of MCMV Office Building for Goa Shipyard Limited at Vasco-Da-Gama, Goa (Pkg-I)" from 12.02.2018 to 17.08.2019.

During his above tenure, we found him to be regular, honest and diligent in his duties and responsibilities. His work and conduct were very good.



For Marymatha Infrastructure Private Limited

A.R. BALACHANDRAN
Vice President (Administration)
Marymatha Infrastructure Pvt. Ltd.
Arakuzha Road, Muvattupuzha-686 661

Place: Muvattupuzha

Date: 15.10.2019

Engineering Changes... Changes Lives

No.

Date: 11/2/19

MALIYAKKAL CONSTRUCTION COMPANY
VENGARA
MALAPPURAM 676304
11-01-2019

ASHFAQUZZAMAN
Chairman, Maliyakkal House,
Mullamattam, Chengal.

Dear ASHFAGUZZAMAN,

We MALIYAKKAL CONSTRUCTION COMPANY is excited to bring you on board as Quantity Surveyor and Planning Engineer.

MALIYAKKAL CONSTRUCTION COMPANY is offering a full-time position for you as Quantity Surveyor and Planning Engineer, reporting to immediate manager starting on 11-01-2019 at Vengara. Expected hours of work are 6 days a week and 7 hours of work.

Please indicate your agreement with these terms and accept this offer by signing and dating this letter on or before 5/3/2019.

Sincerely,

ROUF M

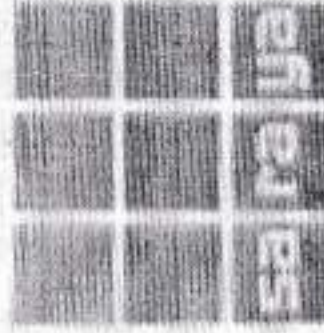
Manager, MALIYAKKAL CONSTRUCTION COMPANY



Harikrishna Chandran

Civil Engineer

+91 9048087519



Saraya Contractors

P.O Koratty (East), Thrissur, Kerala-680 308

+91 480 2735235.

ktyc@sarayaco.com www.sarayaco.com

Civil Engineer - Mechanical Electrical Plumbing - Landscaping - Construction



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23.06.2017

Dear Arsha P.R.,

1. JOB OFFER

M/s Shape Constructions is pleased to offer you the position of Asst. Engineer Trainee. We trust that your knowledge, skills and experience will be our most valuable assets. As you accept this job offer, as per company policy, you'll be eligible to receive the following in the beginning on your hire date:

* **Salary:** Annual gross salary of Rs. 1, 80, 000/- during your four months probation period, salary would be revised after the completion of your probation.

* **Appraisal:** As per the company rules appraisal will be done according to the wish of management and your performance. One yearly appraisal will always be there.

2. PROBATION

As per the Company policy, the probation period, is for four months w.e.f 3rd July 2017. During the probation period or any extension thereon, you will be liable to be discharged from employment with M/s Shape Constructions at any time without any prior notice and without providing any reason.

3. TAXATION

All payments provided by the Company will be made in accordance with the taxation system prevalent within India, including without limitation, tax deduction at source.



Door No: X/444B, Malipuram P.O, Ernakulam - 682 511

+91 9645 621 566 | +91 8111 819 883

shapeconstructions@gmail.com



2013-2017 - a

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OFFICIAL LETTER

23-08-2017

Dear Irfana Shoukathali,

1. JOB OFFER

M/s Shade Constructions is pleased to offer you the position of Asst. Engineer Trainee. We trust that your knowledge, skills and experience will be our most valuable assets. As per company policy, you will be eligible to receive the following in the beginning of your first year:

* **Salary:** Annual gross salary of Rs. 1,00,000/- During your four months probation period, salary would be revised after the completion of your probation.

* **Appraisal:** As per the company rules appraisal will be done according to the work of management and your performance. One yearly appraisal will always be there.

2. PROBATION

As per the Company policy, the probation period is for four months w.e.f 2nd July 2017. During the probation period or any extension thereof, you will be liable to be discharged from employment with M/s Shade Constructions at any time without any prior notice and without providing any reason.

3. TAXATION

All payments provided by the Company will be made in accordance with the taxation system prevalent within India, including without limitation, tax deduction at source.



📍 Floor No. 3/444B, Malipuram PO, Ernakulam - 682 511

☎ +91 9645 621 566 | +91 8111 819 883

✉ shadeconstructions@gmail.com



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JOINING LETTER

23.06.2017

Geo Johnson K
M/O Johnson K P
Kavayal House
Pariyaram P.O, Puvathingal
Thrissur (Dist), Kerala-680721

Dear Geo Johnson K,

1. JOB OFFER

M/s Shape Constructions is pleased to offer you the position of Asst. Engineer Trainee. We trust that your knowledge, skills and experience will be our most valuable assets. As you accept this job offer, in accordance with our company policy, you'll be eligible to receive the following in the beginning on your first date:

* Salary: Annual gross salary of Rs. 1,80,000/- during your first month's probation period. Salary would be reviewed after the completion of your probation.

* Appraisal: As per the company rules appraisal will be done according to the wish of management and your performance. One yearly appraisal will always be there.

2. PROBATION

As per the Company policy, the probation period, is for four months w.e.f 3rd July 2017. During the probation period or any extension thereof, you will be liable to be discharged from employment with M/s Shape Constructions at any time without any prior notice and without providing any reason.

3. TAXATION

All payments provided by the Company will be made in accordance with the taxation system prevalent within India, including without limitation, tax deduction at source.





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JOINING LETTER

13.06.2017

Eldho Joseph
S/O T C Joseph
Thadikulangara House
Mekkad P O, Mekkad
Angamaly, Kerala-683589

Des. Eldho Joseph,

1. JOB OFFER

M/s Shape Constructions is pleased to offer you the position of Asst. Engineer Trainee. We trust that your knowledge, skills and experience will be our most valuable assets. As you accept this job offer, as per company policy, you'll be eligible to receive the following in the beginning of your hire date.

* Salary: Annual gross salary of Rs. 1,80,000/- during your four months probation period. Salary would be revised after the completion of your probation.

* Appraisal: As per the company rules appraisal will be done according to the wish of management and your performance. One yearly appraisal will always be there.

2. PROBATION

As per the Company policy, the probation period, is for four months with 3rd July 2017. During the probation period or any extension thereof, you will be liable to be discharged from employment with M/s Shape Constructions at any time without any prior notice and without providing any reason.

3. TAXATION

All payments provided by the Company will be made in accordance with the taxation system prevalent within India, including without limitation, tax deduction at source.





SHAPE
CONSTRUCTIONS

2013-2014 CE

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21.06.2017

Dear Arshul Babu,

1. JOE OFFER

M/s Shape Constructions is pleased to offer you the position of **Senior Design Engineer**. Your knowledge, skills and experience are highly valued and we are confident that you will be a valuable asset to our team. As per company policy, you will be eligible for recruitment for a period of 12 months.

* Salary: Annual Gross Salary of Rs. 1,80,000/- (One lakh eighty thousand Rupees) per annum, payable in 12 months, after the completion of your probation.

* Appraisal: As per the company policy, you will be eligible for appraisal after 12 months of your performance. One yearly appraisal will be given to you.

2. PROBATION

As per the Company policy, the probation period is for 12 months, i.e., 1st July 2017 to 30th June 2018. During the probation period, you will be eligible for any extension or termination. You will be eligible for any extension or termination by M/s Shape Constructions at any time without any prior notice and without any compensation.

3. TAXATION

All payments provided by the Company will be made in accordance with the Income Tax Act, 1961, and will be subject to withholding tax in India, including without limitation, the deduction of tax at source.



📍 Door No: 4-44B, Malpalam, PO: Ettimadai, 680 501

☎ +91 9645 621 566 | +91 8111 819 888

✉ shapeconstructions@gmail.com